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ABSTRACT

This report details a situation analysis of children working in football stitching around Sialkot, Pakistan. The analysis (1) examined the reasons that children work and the probable impact of eradicating children's involvement and phasing out home-based production and (2) determined a baseline for monitoring changes in children's and families' well-being as a result of a social protection program. Section 1 of the report describes the program developed to phase out children's involvement in football stitching and the study's goals. Section 2 provides an overview of the Sialkot District and the football manufacturing industry. Section 3 details the findings of a survey of 428 households and 46 focus group discussions. Key findings revealed that the vast majority of children stitch footballs because they are poor. Findings include the following: working does not necessarily prevent school attendance; stopping children from working will significantly reduce family income; many women currently stitching at home will not be able to work in stitching centers; stitching footballs is less hazardous than other work open to children, but prolonged stitching from an early age can cause physical harm; poor remuneration is the main disadvantage of football stitching; and children and adults receive equal pay for work of equal quality. Section 4 of the report recommends protecting family incomes, improving education and vocational training, giving programs time to work, monitoring the social impact of industry changes, and ensuring that action is based on a full understanding of the reality of children's lives. Six appendices include statistical tables, methodology, and an outline of the project to eliminate child labor in the Sialkot soccer ball industry. Contains 12 references. (KB)

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Stitching **footballs:**

voices of children

in Sialkot, Pakistan

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Save the Children

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Foreword

The issue of children stitching footballs in Sialkot has become politicised and commercial interests are at stake. The voices of child stitchers and their families have been drowned out by the international clamour for 'solutions'. This situation analysis places children at the centre of the debate and allows their voices to be heard; they are voices which ask questions and raise issues which may be difficult for all involved - in the private sector, pressure groups, government and international organisations.

Some of the action proposed to address child labour in the football industry in Sialkot has been based on a limited understanding of the lives of Sialkot's children, and of child labour and social development issues. It does not recognise that despite its problems, football stitching is one of the less hazardous forms of work children engage in, and that many families depend heavily on children's income from football stitching. Rapidly phasing out children's involvement in football stitching before alternatives are in place may result in them taking up more hazardous forms of work. It is therefore essential that future action on this issue is based on sound and detailed information about the lives of football stitching children. This report is intended as a resource for all those developing such programmes.

In February 1997, a Partners' Agreement between the Sialkot Chamber of Commerce and Industry (SCCI), the International Labour Organisation (ILO) and UNICEF was signed in Atlanta to eliminate child labour in the football industry, defined as situations 'where children under age 14 are working in conditions that interfere with schooling, or that are hazardous or otherwise injurious to their physical, mental, social or moral wellbeing'.[1] This programme will phase out children's involvement in football stitching over the next eighteen months, and will instigate a social protection programme, in order that children and their families do not suffer from losing stitching income. The programme also expands children's access to education. Details of the programme are outlined in the Partners' Operational Framework, in Appendix VI. The Save the Children Fund-UK (SCF) has been working in Sialkot since July 1996 and has joined this programme in accordance with its mandate to promote the rights and best interests of children. SCF's work in Sialkot forms an important part of its strategy for addressing child labour issues in other sectors and other parts of Pakistan.

This report confirms that children stitch footballs primarily because they and their families need the money. The western concept of childhood as a time of few responsibilities is shown to oversimplify the reality of the lives of Sialkot's children. Many of the children do have some education; it is not just a matter of stopping them from stitching footballs and sending them to school to grow into balanced and rounded adults. Their families' incomes must be protected and improved so that they will not suffer as a result of changes in the industry and so that children can afford to gain adequate schooling. The main challenge for the Sialkot programme is to ensure that the proposed changes in football production result in sustainable improvements to children's lives, through protecting and enhancing household incomes and improving the quality of education so that children have more incentive to go to school. Communicating the programme effectively to the communities involved will be essential for its success.

The considerable challenges inherent in this programme can only be met by an innovative and creative partnership between the private sector in Sialkot and internationally, the Government of Pakistan, Pakistani NGOs and Community Based Organisations with the support, in the first few years, of the international community represented by the International Labour Organisation, Save the Children and UNICEF. It is hoped that this combination of organisations and competencies will provide the basis for the creation of long lasting institutions which can benefit Sialkot's children and their families well into the next century.

This study represents the most detailed picture of child football stitchers and their families to date, and is intended be a source of baseline information for all involved. The Executive Summary and Recommendations will be translated into Urdu. Other key sections will be translated as needed. The task now is to use this information to make decisions which will promote the rights and best interests of Sialkot's children, especially at a time when the pressure for results is considerable.

David Husselbee

May 1997

[1] Excerpt from *Partners' agreement to eliminate child labour in the soccer ball industry in Pakistan.* See Appendix V for the full text.

Acknowledgements

thanks to

The football stitching children in Sialkot and neighbouring districts, their families and their communities who openly gave of their opinions and their time.

The research teams were provided by SCF's partner organisations in Sialkot: Community Development Concern, Geophile and the Girl Guides. In particular, thanks to the 21 women researchers who helped provide a good picture of women's involvement in the industry. Thanks also to the support staff for the research te who facilitated the completion of the field work without any undue physical or mental tensions.

The research was designed by Bahar Ali, Annie Harper, David Husselbee, Rachel Marcus and Faiz Shah, with advice from Farhana Faruqi, and was managed in Sialkot by Bahar Ali, Annie Harper, David Husselbee and Faiz Shah. Bahar Ali, Priya Coomaraswamy, Annie Harper and Faiz Shah trained the field teams in research methods, including child-centred and participatory methods. The fieldwork was assisted by Tauqeer Abbas of Geophile who acted as a resource person, and Shamsuddin of Community Development Concern, who managed logistical arrangements. Zafar Ahmed, development consultant, prepared a background paper based on analysis of the data with recommendations for the programme and quick institutional assessments. The data was processed by Fawad Usman Khan and his colleagues at Sudhaar in Lahore, using their experience of previous child labour surveys.

The report was written by Rachel Marcus, David Husselbee, Faiz Shah, Annie Harper and Bahar Ali, and edited by Rachel Marcus. The maps were produced by Lola Nathaniel of SCF in London.

Thanks to Caroline Harper, Silvia Stefanoni, Dave Walker and Sue Chandler of SCF head office for encouragement and advice throughout the process; and to all who commented on the draft report at short notice - particularly Bahar Ali, Jenny Goodwin, Caroline Harper, David Husselbee, Faiz Shah, Silvia Stefanoni, Dave Walker and Fawad Usman Khan.

All the partner organisations who helped with the study are mentioned in the institutional assessment section of this report. Particular thanks are due to the Sialkot Chamber of Commerce and Industry for ensuring that the research team were received in the football stitching communities and their provision of a temporary office to facilitate communications for the research team.

This research was funded by SCF.

The UK Department for International Development (DFID) is considering the possibility of funding SCF's programme in Sialkot from UK aid programme sources.

Glossary

Terms used in this report:

khokha	a half ball
killa	approximately one acre
kanal	one eighth of an acre
maker	a subcontractor who delivers kits to stitcher families and collects finished footballs. Many makers are stitchers themselves, or used to stitch footballs
tehsil	administrative unit
union council	smallest electoral unit

Acronyms:

CBO	Community Based Organisation
CIDA	Canadian International Development Agency
CRC	The United Nations Convention on the Rights of the Child
FIFA	International Federation of Football Associations
GoP	Government of Pakistan
ICFTU	International Confederation of Free Trade Unions
ILO	International Labour Office
IPEC	International Programme for the Elimination of Child Labour
NGO	Non-governmental Organisation
SCCI	Sialkot Chamber of Commerce and Industry
SCF	The Save the Children Fund (UK)
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Cultural and Scientific Organisation
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Fund for Women
WFSGI	World Federation of the Sporting Goods Industry

Exchange rates:

66 Rupees = GB£1

40 Rupees = US$1

Executive Summary

This report details the findings of Save the Children's research into the situation of children working in football stitching in and around Sialkot, Pakistan. It is intended as a reliable baseline on which Save the Children and other organisations can base programmes to assist children displaced from football stitching. As such, it makes a particular contribution to the Social Protection component of the Sialkot programme. (See Section 1 and Appendix VI). The organisations developing programmes in Sialkot will need to collect more specific data on particular issues before starting their programming; some of these are highlighted in this report.

Save the Children's research is not intended to establish precise numbers of children stitching footballs throughout the Sialkot District. This will be the task of the Sialkot programme's monitoring component. Nor does this research attempt to estimate the percentage of football production which relies on children's labour. Instead, based on a representative sample of households in villages throughout the Sialkot District it:

- highlights the perspectives of the children and families themselves
- examines in detail the reasons children work
- analyses the probable impact on children and families of eradicating children's involvement in football stitching and phasing out home-based production
- constitutes a basis for monitoring changes in children's and families' well-being as a result of the programme

Key findings

1. The vast majority of children stitch footballs because they are poor.

81 per cent stitch to help their families meet basic needs, such as food, clothing, fodder for the family's animals, and education. Families where children stitch footballs are, in general, considerably poorer than those without children stitching. The need for children to supplement household income has increased in recent years as the purchasing power of poor households has declined.

2. Stitching footballs does not necessarily prevent children from attending school.

Rather, they work because their families need the income, and cannot afford to send them to school. 72 per cent of non-schoolgoing child stitchers do not attend school because their families cannot afford to send them. 24 per cent prefer to work because the low quality education available does not offer them useful skills for the future. Although only 20 per cent of child stitchers attend school, 58 per cent have received some education.

3. Stopping children from stitching balls will significantly reduce family income.

On average, children's earnings from football stitching represent 23 per cent of household income. In many families there are no unemployed adults or older siblings who can take over stitching from children.

4. Many women who currently stitch at home will not be able to go to work in stitching centres. As women constitute 58 per cent of adult stitchers in the communities surveyed, this will further erode family incomes.

This study was unable to quantify the value to households of women's stitching income.

5. Stitching footballs is less hazardous than other forms of work open to children.

Unlike surgical instruments manufacture and brick-making, two important local industries, football stitching does not involve exposure to heat, sharp tools, toxic substances or dust particles that can cause respiratory diseases. Other advantages are that: it can be done at home, making it one of the few options open to women and girls, and meaning that it can be fitted around schooling and household chores; and that it requires no special equipment. It is therefore perceived as a better option than these other forms of work.

6. The main disadvantage of football stitching is that it is poorly paid compared to other employment opportunities, particularly for adult men. A person stitching three footballs per day would be unable to meet all the needs of an average family of 7.9 people from this work alone. Increasing payments per ball for adult stitchers would reduce the need for children to work.

7. Children and adults receive equal pay for work of equal quality.

Where deductions are made for poor quality stitching, children's earnings may be lower than those of adults, as children and other inexperienced stitchers usually make more mistakes. Premium quality balls, which fetch the highest rates, are generally stitched by adults.

8. Prolonged stitching from a young age can cause damage to finger joints, back pain, headaches and eye strain.

Where children are stitching full-time with few breaks, their health may be endangered. However, in most cases, children and women rarely stitch uninterrupted for hours at a time, but do so between other household tasks, such as childcare, cooking and feeding animals and leisure activities, such as playing cricket or skipping.

9. Stitching families are not bonded by debt to particular manufacturers.

Children generally stitch to assist their families to produce more balls, rather than to pay back debts incurred by their parents or previous generations. The small advances provided to stitching families by some contractors function as a cheap credit system, and do not result in debt bondage.

Recommendations

The main challenge for the Sialkot programme is to ensure that changes in football production result in improvements in the lives of child football stitchers. It will therefore be vital to:

1. Protect family incomes through:

1) Increasing payments per ball to adult stitchers to make football stitching an attractive option for adults, whilst ensuring that the industry in Sialkot remains competitive.

2) Organising single-sex stitching units at community level to maximise the possibilities for women to continue stitching. This will also enable the industry to retain its capacity for production. Community-based stitching units will also protect the employment opportunities of people with disabilities who are unable to travel far from home.

3) Introducing credit and savings schemes and the generation of alternative income sources. To prevent children and families suffering, these must be the immediate priority for community development initiatives under the social protection programme.

2. Improve education and vocational training services so that they can contribute to improving family incomes. Sialkot District is well supplied with existing primary schools; these should be strengthened by improving the quality and relevance of education and training, rather than building new facilities. Any new construction should focus on middle or secondary schools.

3. Build the commitment and capacity of all parties involved to contribute to the programme in Sialkot. Much of the impetus for this initiative has come from international organisations, and despite the commitment of the larger manufacturers in Sialkot, many view the child labour issue as an externally imposed concern that will be solved by outsiders. It is therefore essential to develop local ownership of the programme. This will entail developing strong links between all the partners and a broad commitment to the programme across the industry. International organisations, especially the international business community, have an important role to play in this process in the first few years.

4. Give the programmes developing under the Atlanta agreement time to work.

The hasty withdrawal of children from stitching, will present a serious threat to their wellbeing, and may result in them taking up more dangerous forms of work, such as surgical instruments manufacture. Social protection programmes will take time to be effective in supporting children who are excluded from work. The first 18 months of the programme will not result in the adequate social protection of all children involved in the industry, and to become broadly effective the programme will need at least five years.

5. Monitor the social impact of changes in the industry continuously, and use information gathered as a basis for the revision of plans and programmes, to ensure that all action is in the best interests of children. This is best carried out by non-governmental and community-based organisations in the Sialkot District, independently of the formal monitoring system to be organised by the industry and external auditors. The international partners may have a role in assisting Sialkot-based organisations to develop systems and capacity to carry out this process.

6. Ensure that all action taken is based on a full understanding of the reality of the lives of children in Sialkot District in order that all actions taken lead to real improvements in children's lives. Many of the conclusions that have been drawn by those outside Sialkot have been based on a limited perception of the realities of children's lives. This will no longer be the case if clear and detailed information is provided and used, and if Sialkot people and organisations are more meaningfully involved in the process.

Save the Children's approach

SCF will:

- Identify and work with partner organisations in the Sialkot District to:
  - develop income-generation, credit and savings programmes to provide alternative income sources
  - develop community-based approaches to improved school management
  - form women's groups, which may, among other activities, make it easier for women to continue football stitching under the new production arrangements
  - strengthen the capacity of partner organisations to monitor the social impact of the programme and incorporate lessons learned into social protection programmes
- Raise awareness internationally concerning the complexity of issues relating to children's involvement in football stitching
- Collaborate with all parties involved in the Project Coordinating Committee and the Sialkot Implementation Team[2] to facilitate the effective implementation of the programme

[2] See Appendix VI, the Partners' Operational Framework, for details.

Save the Children's Position on Children and Work

Save the Children's position on children and work is based on the United Nations Convention on the Rights of the Child (CRC) and our experience, and that of our partner organisations, in a wide variety of cultures and contexts worldwide. The following articles are of particular relevance to children and work issues:

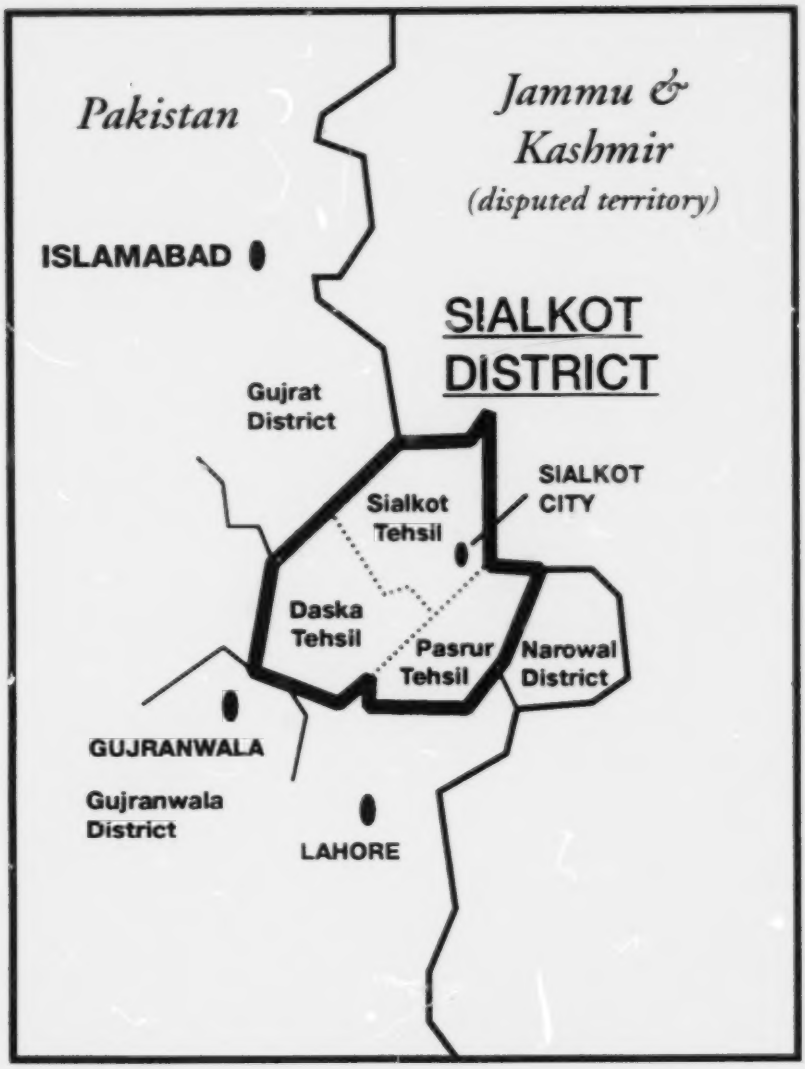
- **Article 3,** which states that all action taken involving or affecting children must be in their best interests
- **Article 12,** which states that children must be consulted on all action likely to affect them
- **Article 32,** which recognises children's right to be protected from economic exploitation and from performing any work that is hazardous or likely to interfere with their education or harm their health or development
- **Article 27,** which recognises the right of children to an adequate standard of living.

Save the Children recognises that children engage in a wide variety of forms of work, and that the conditions and nature of their work vary from occupations where children are able to develop responsibility and skills, and combine work with schooling, to conditions of extreme hazard and exploitation. The extent to which work is harmful or beneficial to children depends on a number of factors, including: the type of work; the hours they work; their age; their access to education; whether or not they are separated from their families for long periods and the degree to which they are exposed to specific hazards.

Save the Children believes that:

- the eradication of hazardous and exploitative forms of work, which jeopardise children's development is a priority for action.
- work which is not damaging to children's health or development, and allows children to develop skills, self-confidence and respect in their families and communities can be beneficial to their development. In such cases, or where earning income enables children to eat better or pay school-related expenses, work can be a positive experience for children. It is therefore essential to distinguish carefully between different kinds of work.
- to tackle the problems of exploitative and hazardous child labour in a sustainable manner, it is essential to address the root causes of poverty and social inequality as well as to improve the immediate situation of working children.
- the views of working children and their families must form an essential part of all action on child labour issues. They know their own immediate situations best, and it is their right to participate in planning initiatives which will affect their lives.

Figure 1: **Sketch Map Showing Location of Sialkot District**



Note: Boundaries shown are not authoritative.

1 Introduction

1.1 Background

Children's involvement in football stitching in Sialkot has received considerable international attention. US-based pressure groups, and European Trade Unions have played a particular role in highlighting the issue. This attention has resulted in a number of initiatives involving individual multinational companies and their suppliers, and an agreement between the International Confederation of Free Trade Unions (ICFTU) and the International Federation of Football Associations (FIFA) to guarantee that footballs are stitched without children's labour.

The Sialkot initiative, announced in Atlanta in February 1996, attempts to develop a framework for programmes to be implemented to phase out children's involvement in football production. In addition, it provides a means to tie together a number of the individual initiatives which some of the larger companies have already taken. Importantly, the Sialkot initiative places a high priority on programmes to support former child stitchers and their families, as well as on ensuring that children's involvement in football production is terminated.

The programme which has been developed to phase out children's involvement in football stitching has two main components:

- **The Prevention and Monitoring Programme.** Manufacturers will identify children under 14 who are involved in football production, detailing their ages and locations. This information will be verified by independent monitors. This information will be used to plan for the absorption of these children in the Social Protection Programme. Manufacturers, including sub-contractors will set up stitching centres in which all stitchers must be registered. To register, stitchers will have to provide evidence that they are aged 14 or over.
- The Social Protection Programme. This will initiate income-generating activities, including credit and savings programmes; raise awareness among families, communities and children concerning child labour issues and the programme; and set up Village Education and Action Centres to provide non-formal education, vocational training and counselling to children removed from football stitching.

The Partners' Agreement, which forms the basis for the Sialkot programme, and the Partners' Operational Framework, which describes the programme in detail are attached as Appendices V and VI respectively.

1.2 Objectives of situation analysis

Save the Children's situation analysis seeks to provide baseline data for its own programmes and those of other organisations, which will be implemented under the Social Protection Programme. A number of studies of children's involvement in football stitching in the Sialkot District have already been conducted (Raasta, 1995; HRCP, 1995; ILO, 1996). These studies concentrate on an overview of the situation of child football stitchers. Their main findings are summarised in Appendix IV. This situation analysis is designed to complement existing studies and expand their findings in three key ways: firstly, by focusing in detail on the views of working children and their families; secondly, by providing in-depth and rigorous analysis of the reasons children work and the alternatives open to them; and thirdly, by ensuring that data was collected

on the experiences and perspectives of girls and adult women, as well as those of boys and men. Specifically, the situation analysis aims to:

- highlight the perspectives of working children and their families in order to incorporate them into debate and action on this issue
- analyse in detail the relationships between household socio-economic conditions and children's involvement in football stitching
- assess the likely consequences for children and their families of a ban on children under 14 stitching footballs and of eliminating home-based stitching. The implications for women and the knock-on impact on children are an important concern.
- examine possible alternatives to home-based football stitching and the economic and social development needs and priorities of affected families, particularly focusing on ways to improve the quality of life and opportunities for children in the Sialkot District.
- provide a basis for monitoring changes in children's and families' wellbeing as a result of this programme.

1.3 Methodology

The research was conducted over four weeks in February and March 1997 and consisted three phases: background socio-economic profiles of 100 villages, the majority of which had households working in sports goods manufacture, a detailed survey of socio-economic conditions and working patterns of adults and children in 428 households in 30 villages; and 46 focus group discussions in 10 villages.

Of the 428 households, 338 households in 24 villages known to have child stitchers were categorised as the 'target group'; 90 households in six villages where reportedly there were no child stitchers were categorised as the 'control group'. In fact nine child stitchers were found in the 'control' villages. This underlines the reluctance of many villagers to admit that children are stitching footballs.

Interviews were conducted with 347 of the 447 stitcher children (73 per cent) about whom information was obtained. Focus group discussions were held with approximately 56 working children aged under 14 years.* Overall 677 children and 748 adults in the 'target group' and 68 children and 256 adults in the 'control group' were interviewed - i.e. 745 children and 1004 adults in total. All interviews and focus group discussions were conducted in Punjabi. For full details of the research methodology, questionnaires and checklists used, see Appendix II. The research also involved an analysis of the activities and capacities of a number of organisations working in the Sialkot District. This analysis is summarised in Appendix III.

It has not been possible to use all the information collected in this situation analysis in this report. The response rate to certain questions was too low. For a few questions, the quality of the data seemed unreliable. Unfortunately this included analysis of the time children spend stitching footballs. Lack of space also precluded a discussion of some of the findings. SCF is happy to make available this more detailed information to any of the partners in the Sialkot programme.

This research may underestimate the involvement of children in football stitching. Many villagers were extremely reluctant to reveal any information about children stitching footballs, and some were hostile. Some villagers had been told by contractors not to talk about working children to researchers, and many feared the loss of jobs and livelihoods, as happened when child labour in the carpet industry hit international headlines a few years ago. The research team often visited households several times in order to establish trust. Access to a number of families and to makers' (subcontractors) was also facilitated by Save the children's partnership with the Sialkot Chamber of Commerce and Industry (SCCI).

* The field teams conducting the focus group discussions did not always note the number of participants.

2 Background - Sialkot District and the Football Industry

2.1 Overview of Sialkot District - findings of village survey

Sialkot district has an area of 2,608 sq. km, and has a total population of 2,619,256 (1995 figures). It is divided into three tehsils - Sialkot, Daska and Pasrur. Each tehsil is divided into between 26-35 Union Councils, and a few Town Committees. Sialkot tehsil has the largest population, followed by Daska, then Pasrur. The city of Sialkot is in Sialkot tehsil, the most industrialised area.

Infrastructure

All three tehsils are quite similar with regard to infrastructure, though in Sialkot and Daska more villages surveyed were on metailed roads (half) than in Pasrur (one third). A number of villages in Pasrur and Daska are seriously affected by flooded roads every year. There were also more complaints about the poor quality of electricity supply in these two tehsils. In all three tehsils there are more government primary school facilities for girls than boys - though most villages have government primary schools for both. Complaints about the quality of these facilities were very common; sometimes there is no building for the school, or buildings are falling apart. Many schools have few or no facilities and often only one room and one teacher for all five classes. Girls' schools are often in particularly poor condition. Often the schools close during the rains as buildings leak, or roads become impassable.

Most villages are within 3.5 km (5.5 km in Pasrur) of a government health centre, but the condition of the roads makes transporting patients very difficult. The quality of these facilities is also sometimes very low. Most villages have access to banks, but few people use them - generally only those who receive remittences from relatives.

Socio-economic profile

Socio-economic status is directly related to landholding. Although it was not possible to collect detailed information about landholdings, it is clear that land distribution is fairly uneven. Generally there are one or two comparatively large landholders*, while the rest of the village has much less land, or none at all. Households with more land can rely to some extent on agricultural income. However, very few households in any village are able to depend entirely on agriculture - almost every household also engages in other activities to supplement their income. The extent to which households rely on other income sources depends on the size and fertility of land, and the number of people who have to be supported.

In most villages there is a very small number of well off households' - often only one family - and a slightly larger group of households who earn a reasonable living combining agriculture with other sources of income such as overseas work, government service, private service, or small businesses (particularly in the towns). In Sialkot tehsil, in particular, there are high numbers of people working overseas - usually in the Gulf States as labourers. Below these two groups fall 70 to 80 per cent of the village, who combine agriculture with labour, piecework (usually football stitching but also surgical instrument manufacture and glove making around Sialkot city), and sometimes, close to Sialkot, factory work. The families of the lowest paid overseas workers may also fall into this

* The largest landholding found in this research was 500 killas. In general, 'large landholdings' in Punjab are considerably smaller than those in Sindh or other provinces of Pakistan. This may explain why there is little sharecropping or renting land in this area.

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group. This group can usually be roughly divided into two: those who have some land, but not enough to support the family and have to supplement it with non-farm income, and those who have no agricultural land at all and have to depend entirely on non-agricultural income. Some of the poorer people in this category work seasonally as agricultural labourers.

There is also always a small group of very poor people in every village - large families with no land, households whose main breadwinner is sick or disabled, and female headed households - usually widows. Such people may work in brick kilns, stitch sports goods or make surgical instruments manufacture. Widows' children may be especially likely to undertake such work. Widows sometimes work as servants for other people in the village, or depend on the charity of others.

Incidence of football stitching

In all but three of the total 100 villages surveyed there are at least a few households with one or more members stitching footballs. In Pasrur tehsil every village visited except one has at least one household in which children are working as stitchers. In a few villages, children from most households stitch - many of these are in Pasrur. A slightly higher proportion of households stitches footballs per village in Daska and Pasrur than in Sialkot, possibly because the range of income earning opportunities in and around Sialkot city is wider. About a third of the villages covered have stitching centres (i.e. village workshops) - slightly fewer in Pasrur. In some villages without centres or contractors the villagers said that they were paid lower rates than stitchers in villages with centres or contractors.

Children also undertake paid work in other activities, particularly in Pasrur and Sialkot tehsils. In Pasrur children were found working in hotels (roadside cafes and tea-stalls), doing leatherwork, making cycle gloves and stringing tennis rackets. In Sialkot tehsil many children work in surgical instrument and cycle glove manufacture. Other work includes manufacture of shuttlecocks and balloons, and leatherwork.

In 19 per cent of villages surveyed, some adults but no children are involved in sports goods manufacture. In five such villages, children had been forbidden from working, either through strict rules in the stitching centres, or by contractors checking identity cards. In four of these villages, all in Sialkot tehsil, children are working in other industries.

Football production is also subcontracted to stitchers in Gujranwala, Narowal and Jhelum Districts. Recently some stitching has been reported as far from Sialkot as the southern Punjab and the North West Frontier Province border.[6] In general, the highest quality balls, which fetch the highest payments are commissioned from established stitchers in villages closer to Sialkot city. Those destined for the local market are distributed where skill levels are not so high. Wage levels are reported to be commensurately lower. Football production outside Sialkot District is entirely home-based, mostly for the local market.

2.2 The Sialkot Football Industry

The sports goods industry in Sialkot developed in the late nineteenth century, in response to demand by the British colonial army. Until about fifteen to twenty years ago, Sialkot's major sporting goods export was hockey equipment and most football production was for local use. However, from the late 1970s, Sialkot manufacturers won contracts to produce "Tango", the official football of the World Cup, and entered the match-grade football market in a significant way. Footballs now dominate Sialkot's sports good export market, with 34.6 million balls exported for the 1994 football World Cup.[7] It is estimated that 80 per cent of match grade balls are made in Sialkot, since the quality of stitching can be assured. Lower-quality balls are increasingly manufactured in India, China and Indonesia, where wage rates are lower. However, a substantial proportion of balls for the medium and lower end of the market are still produced in Sialkot.

Most football production originally took place in small workshops; as the industry expanded, factory-based production increased. However, in the last twenty

[5] Households with sufficient agricultural land and with access to government or overseas jobs, often through remittances from family members. In Sialkot tehsil, 10 to 30 per cent fall in this category, compared to 10 per cent in Daska tehsil and 5 per cent in Pasrur.
[6] This study was unable to verify such reports.
[7] Government of Pakistan statistics, 1996.

years, there has been a major increase in home-based production of sports goods for a number of reasons.

Firstly, as Sialkot's reputation as a centre of excellence in football stitching has become established, the demand from international buyers for hand stitched balls has increased vastly over the last 20 years. This has resulted in large numbers of people developing skills as stitchers in order to take advantage of employment opportunities. Secondly, the simplification of the production process has reduced the range of skills required, again resulting in increasing numbers of stitchers.

Thirdly, orders for footballs vary considerably in number and size. It is therefore more economic for manufacturers' to subcontract production than to retain a large permanent workforce or production infrastructure. Additionally, after the introduction of social security legislation aiming to benefit factory workers in the 1970s, many manufacturers reorganised production to avoid paying such social security benefits. This may also have resulted in an increase in home-based production. Finally, Pakistan's worsening economic problems in the 1990s, resulting in dwindling family incomes may also have contributed to the increased involvement of whole families in sports good production, as well as other home-based industries, such as surgical instruments manufacture.

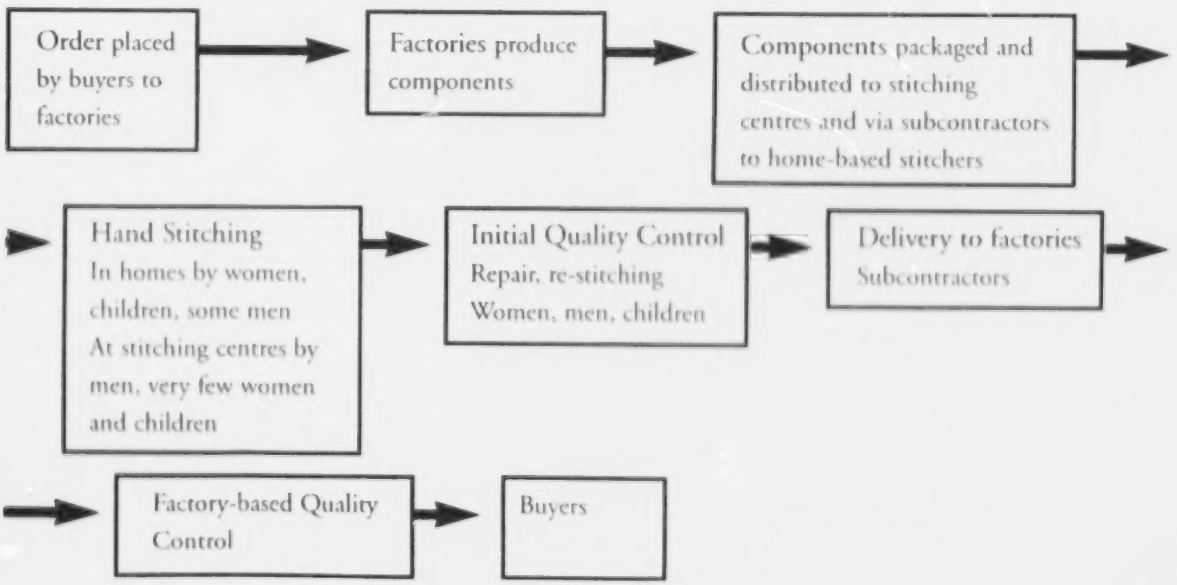
The Football Production Process

The production of each football is part of a larger chain. Whilst designs and production standards are generally set by overseas buyers, most materials are now made in Pakistan. The process is summarised in figure 2 below:

Technical innovation over the last twenty years has led to the mechanisation of almost all football production processes, even in the smaller factories. However, to meet FIFA quality standards, which are designed to reduce player injury and maintain ball shape, match-grade balls have to be hand-stitched. Lower-quality balls are also hand-stitched since this is considerably cheaper than mechanising the process, and produces better quality results.

The degree of skill required depends on the number of panels and the regularity of the design - balls with more or irregularly shaped panels require more skill. A common design consists of 32 individual panels stitched together with polyester thread around a latex rubber bladder. The large number of panels gives the football the roundest possible shape and reduces damage when the ball is kicked. Each of the panels is stitched with the seam inside, using a double-needle interlock stitch. Seams have to be stitched so that the panels are uniformly stretched and can withstand about one kilogram of compressed air. The ball is sealed using a complicated "blind stitch", which requires considerable skill and experience.

Figure 2: **Football production chain**


Order placed by buyers to factories
Factories produce components
Components packaged and distributed to stitching centres and via subcontractors to home-based stitchers
Hand Stitching
In homes by women, children, some men
At stitching centres by men, very few women and children
Initial Quality Control
Repair, re-stitching
Women, men, children
Delivery to factories
Subcontractors
Factory-based Quality Control
Buyers

Involvement of Children and Women in Football Production

This research has found that women constitute 58 per cent of stitchers in the communities surveyed.* Almost all women and children stitch at home. Adult male stitchers, by contrast, may work at home, or in stitching centres. Despite efforts by some manufacturers to attract women to work in large stitching centres by providing segregated rooms, free meals and transport, women only constitute about 2 per cent of stitchers in such centres.* In home-based stitching, it is rare for one stitcher to produce the entire football. In stitching factories, it is more common for each stitcher to produce whole footballs, though men may bring home panels to be stitched by women and children, and finish these themselves back at the centre. Men may also finish incomplete footballs at home.

The home-based stitching process consists of the following steps:

- Makers deliver pre-assembled kits to each stitcher household, usually on a weekly basis. Each kit contains the required number of panels, a roll of polyester thread, a lump of paraffin wax to soften the thread, and a latex bladder and valve.
- Stitchers assemble the panels in the order that they will be stitched together.
- The thread is cut into pieces of uniform length, enough for each panel, and waxed to ease the stitching.[10]
- Three panels are initially stitched together. These are then joined with another three panels and so on until three panel clusters have been sewn into two halves.
- The two *khokhas* (halves) are then stitched together.
- The piece with the bladder valve is then stitched and the bladder stuck with bonding solution.
- The last few stitches seal the football and the ball is then inflated and stored for a few hours to check for leaks.
- Makers come to collect the balls, conduct initial quality control, pay for those which meet the standards, and deliver the next kits for stitching.

The youngest children, up to the age of about 7, generally only wax threads, though some may also practice stitching. For the first few months, until new stitchers can stitch well, they mostly stitch three panels together or may join two sets of three panels. Joining larger panels requires more skill and is generally done by older children, who have been stitching several years or adults, as the case study below illustrates. Similarly, inserting the bladder and sewing the final seam are the most difficult part of the process, where mistakes are most likely to occur; these processes are generally only carried out by the most experienced stitchers. Children completing this part of the process are normally at least 12-13 years old. The subcontractors made deductions for poor quality work, and stitchers are obliged to restitch such work without extra payment. Stitchers therefore tend to acquire their skills making the lower paid balls for the domestic market, where the cost of mistakes is proportionately smaller. This allows them to learn, practice and, if living close to Sialkot, 'graduate' to stitching for export.

Case study

- assisting her father to produce more footballs

Twelve-year old Asma is the oldest child in her family. She has two younger sisters, and all three girls go to school. Asma is in class seven. She earns about Rs 240 per month stitching footballs. This helps to pay school expenses and allows her to have some money of her own. She is not skilled enough to stitch complete footballs, but helps her father and sometimes stitches half balls. Her father has been stitching footballs for twenty years and normally stitches three balls per day. With Asma's help, he can now produce four balls per day. If she is no longer allowed to stitch footballs, she thinks she will either do other home-based work or will study full-time. She would like to be a school teacher.

Balls have to conform with FIFA regulations and manufacturers have the primary responsibility to ensure that they do so. Initial quality control in home-based stitching is carried out by the makers'; in stitching factories, it is the responsibility of supervisors. A second quality testing process takes place at the factories where balls are packaged for distribution. Here they are inflated, stretched and tested, and if they meet standards, exported.

* This is not intended to imply that women necessarily produce 58 per cent of footballs. Their share of production is likely to be lower since they often stitch footballs in between other domestic activities. Men stitchers, on the other hand, are more likely to stitch full-time.

* This is based on observation during a number of visits to large stitching centres.

[10] The wax also seals the stitches as it melts.

3 Findings of household survey and focus group

3.1 Situation of child football stitchers

i. General characteristics

Age and gender

As table 1 illustrates, 85 per cent of the children involved in football production in this study are aged between 10 and 13, with 15 per cent aged five - nine years. The majority of these are eight to nine years old, rather than five to seven.

Table 1: Breakdown of child stitchers by age

Age group	Number (N=477)	Percentage
5-9	71	15
10-13	406	85

Among child stitchers, a slightly higher proportion are female than male, with girls comprising 52 per cent of the 477 child stitchers aged 5-13 identified in this study. Among adult stitchers, the proportion of women is greater. Women constitute 52 per cent of adult stitchers (14 and over). In certain groups, such as the 30-44 age group, women constitute 73 per cent of stitchers. See table 1, Appendix I for further details. The high degree of women's involvement in stitching may reflect the relatively low wages in this sector and their limited options. Men, who have wider options, often seek more lucrative work.

Length of time spent stitching

53 per cent of children in our sample started working in football production between the ages of 10 and 13. The mean age of starting football stitching is 9 years for both girls and boys. 48 per cent of child stitchers have been working in football production for two years or less, and 70 per cent for three years or less. 15 per cent have been involved in this industry for more than four years, which suggests they started quite young. However, it is not clear whether they have been stitching for all this time, or assisting with other tasks, such as waxing threads. There are no significant gender differences in the age at which children start stitching or in the length of their experience. (See table 2, Appendix I).

ii. Extent of access to education

Table 2: Summary - child stitchers and non-stitchers' access to education

Education level	Stitchers			Non-stitchers		
	Boys	Girls	Both	Boys	Girls	Both
Currently attending (per cent)	21	19	20	50	46	48
No schooling (per cent)	23	25	25	18	23	21
Some schooling (per cent)	55	61	58	66	60	63

A considerably smaller proportion of child stitchers currently attend school than non-stitcher children. (See tables 3-8, Appendix I). 20 per cent of child stitchers in the sample currently attend school, compared with 48 per cent of non-stitcher children. In both groups a slightly smaller proportion of girls attend school than boys. Notably, school attendance is higher for all groups of children in the 10-13 age group, except for girl stitchers. A greater proportion of girl stitchers aged 5-9 attend school than their 10-13 old counterparts, possibly because many girls drop out of school around puberty. Since the primary school

cycle in Pakistan is five years, and many children start school aged 5 to 7 years, it is possible to complete primary school and take up stitching before reaching the age of legal employment at 14.[13] Our survey did not investigate whether children who stated that they had received primary education had completed the primary cycle, or had dropped out before completion.

58 per cent of child stitchers have received some schooling, compared with 63 per cent of non-stitcher children. Amongst the non-stitchers, a greater percentage of boys than girls have had some schooling (66 and 60 per cent respectively). However, among the stitchers, a greater proportion of girls than boys have received some schooling (61 and 55 per cent respectively). This may reflect boys starting schooling later than girls and continuing until older - there is some evidence in other parts of South Asia of poor girls starting school earlier than boys, and then dropping out to start work before 'retiring' at puberty (Marcus and Harper, 1996). The percentage of stitcher children who have never attended school is slightly higher at 25 per cent than that of non-stitchers (21 per cent). In both cases it is higher for girls than boys, but not significantly so.[14]

The majority of children who have attended school have been to primary school, but 13 per cent of child stitchers and three per cent of non-stitcher children have attended (or continue to attend) secondary school. The higher percentage of stitcher children than non-stitchers having received secondary education is surprising; it may be that earnings from stitching enable children to attend secondary school. At this level, gender discrepancies are evident. Only eight per cent of girl stitchers compared with 20 per cent of boy stitchers had attended secondary school (See tables 9-14, Appendix I).

At first glance, these statistics could be taken to show that stitching prevents children from attending school. The reality is more complex. Many stitchers have attended school and have dropped out due to poverty, abuse at school, or because they perceive the curriculum to be irrelevant for their futures. See section 3.2.

iii. Degree of exposure to hazard

Child stitchers report back and knee pain from sitting with the clamp for holding football pieces between their knees and bending forward to stitch. They also report eye strain and headaches, and the development of callouses on their hands. The seriousness of these hazards depends on the hours children spend stitching, the extent to which they take breaks, and the conditions (e.g. degree of light) in which they do so. In most cases, children rarely stitch for hours at a time without breaks, but fit this around other household activities, such as caring for siblings, feeding animals, cooking, and fetching water and fodder; schooling and recreation.

Children stitching in workshops may be at much greater risk of damage through sitting long hours in one position. However, since children's involvement in football stitching has attracted international media attention, almost all children now stitch at home, rather than in the more visible workshops. The few workshops the study team came across were mostly located in isolated villages. Working at home may also be easier psychologically for children, since their work is supervised by a family member and they may be less likely to be beaten for mistakes.

Many of the other forms of work children in Sialkot undertake are more hazardous than stitching footballs. For example, in surgical instruments manufacture, children inhale metal dust, which can increase their risk of developing respiratory diseases. They use sharp tools for cutting metal (more dangerous than the needles used by stitchers), which increase the risk of injury, and may be exposed to high temperatures where components are welded together. Also, where children are working outside the family, as domestic workers (girls) or in tea-shops and cafes (boys), for example, they may be at greater risk of physical and sexual abuse.[15]

[13] Football stitching, being home-based, falls outside the purview of Pakistani child labour law.

[14] Overall, our findings in relation to school attendance and stitching are similar to those of the Raasta study. A larger percentage of stitcher girls, and a smaller percentage of stitcher boys in Raasta's study (36 per cent of girls, and 19 per cent of boys) than in our sample had never attended school. Both studies found a roughly similar percentage of stitcher children currently attending school, though the gender discrepancy was wider in Raasta's study than ours (22 per cent of boys currently attending school and 15 per cent of girls). It is likely that such discrepancies arise because girls only constituted 20 per cent of the children interviewed in Raasta's study.

[15] SCF recognises that such abuse also occurs within families.

iv. Degree of exploitation

Pay issues

Pay is generally lower in football stitching than in other forms of employment, particularly those open to men. For example, a man might earn Rs 75-100 spending a whole day stitching, compared with Rs 120 for a day's labour in the construction industry. Surgical instruments manufacture also generally pays better than football stitching. However, football stitching appears to be better paid than other home-based forms of employment, such as cycle-glove stitching. There is some anecdotal evidence of stitchers forming groups to negotiate wage rates with middlemen, but it is not clear how widespread this practice is.

There is some indication that wages vary locally, depending primarily on whether a contractor is resident in the village, or village-based stitching centres/ workshops exist. Rates are generally lower in villages without either of these, as contractors charge for their service of bringing balls to the village. Contractors appear to make profits of Rs 1-3 per ball. It is hard to estimate manufacturers' profits since they are reluctant to reveal this information, and since profits vary greatly depending on football quality, and the markets for which they are destined. However, it is likely that profits per ball have increased in recent years as payments to stitchers have not kept pace with inflation, and as the Rupee has devalued.

Generally, neither children nor women are paid directly. Contractors normally deal with male household heads, and pay them for all household production. It is not clear whether they deal with women in female-headed households, or with another male relative. 25 per cent of child stitchers said that stitching gave them personal spending money, suggesting that they control at least some of their earnings. Another 11 per cent mentioned that stitching enables them to save for their dowries, though it is not clear whether these girls save independently, or give their earnings to their parents to save for their dowries. It is also not clear whether older children and boys control more of their earnings than younger children and girls.[16]

The household survey, focus group discussions and individual interviews all suggest that children and adults receive the same pay for work of equal quality. However, children, particularly the less skilled, are more likely to have to re-stitch portions of their balls which do not meet quality standards, resulting in deductions from their wages. Children are also less likely to stitch the premium quality balls (brands) which fetch the highest rates as these are increasingly made in large stitching centres employing only an adult workforce, and because their level of skill and their quality of stitching are perceived to be insufficient. There is no evidence that children are paid less because they are children.

Stitchers report that their wages do not increase progressively as their skill level improves, though deductions decrease. Once they have mastered the skills required and are making few mistakes, there is little scope for pay levels to rise. More skilled stitchers may increasingly take on stitching of brands, but only if they live close to Sialkot city. Little high-quality production is subcontracted to stitchers far from Sialkot.

Level of responsibility in relation to age

This is difficult to assess. The youngest children are primarily involved in waxing threads. As stitchers become more experienced, they graduate from stitching three panels, to six, to half balls and finally to putting whole balls together and inserting bladders. It is not possible to conclude from this study whether children are undertaking tasks that are too difficult for their age. Children's complaints tended to concern tiredness or finger strain, rather than feeling unable to perform their tasks adequately.

Freedom to quit and to take time off

Football stitching is primarily voluntary labour, in the sense that children and families are not bonded to work for an individual contractor. Within the family, children may have little choice whether to stitch - their involvement, like that of women, may be expected as part of their family responsibilities. Because production is home-based, families are free to organise production as they choose. To meet a deadline for a large order all family members may have to work very intensively. On the other hand, they may also decide

[16] Evidence from Karachi suggests that boys are far more likely to retain a portion of their income than girls (SEBCON/PILER, 1991)

not to take footballs to stitch at certain times - if someone is sick or if important family events are taking place. Thus, questions of freedom to take time off do not arise in the same way as in regular employment outside the home.

Whilst most contractors give advances, these are generally small (Rs 1,000 - 4,000) and therefore do not represents debts which are impossible to pay off. Contractors base the size of advances they give on their assessment of a family's labour capacity. 83 per cent of households with children stitching reported being in debt. Of these, 34 per cent were in debt to football contractors, while almost twice as many, 62 per cent owed money to neighbours, relatives or shopkeepers. (See tables 15 and 16, appendix I). Borrowing from neighbours, relatives or shopkeepers is generally a preferred option since such loans are usually interest-free. Advances from contractors are generally repaid through a deduction of around Rs 5 in the amount paid per ball. As this reduces cash income, taking advances from contractors is generally a last resort when other credit sources are not available.

Some stitchers reported that taking advances meant they were unable to switch between contractors to take advantage of better rates. However, others stated that if they wanted to work for another contractor, they would borrow from the new contractor to pay off the old debt, thus transferring the loan to the new contractor. In exceptional circumstances this could result in a family building up a loan which was impossible to pay back, but there is no evidence of this happening. This contrasts with industries such as brick-making, of major importance in this part of Pakistan, where there is clear evidence of families developing large debts and becoming bonded to a kiln-owner for generations.

v. Access to rest and recreation

Information on this was not recorded systematically in the questionnaire survey, nor was this issue probed in detail in the focus groups. A group of nine child stitchers were asked to draw pictures of their daily activities. All but one indicated some leisure time, with boys mostly drawing cricket games and girls skipping. Three such drawings are reproduced below. It is also clear from the focus groups that some children would prefer to have more leisure time. At the same time, they recognise the consequences for their families of their not working.

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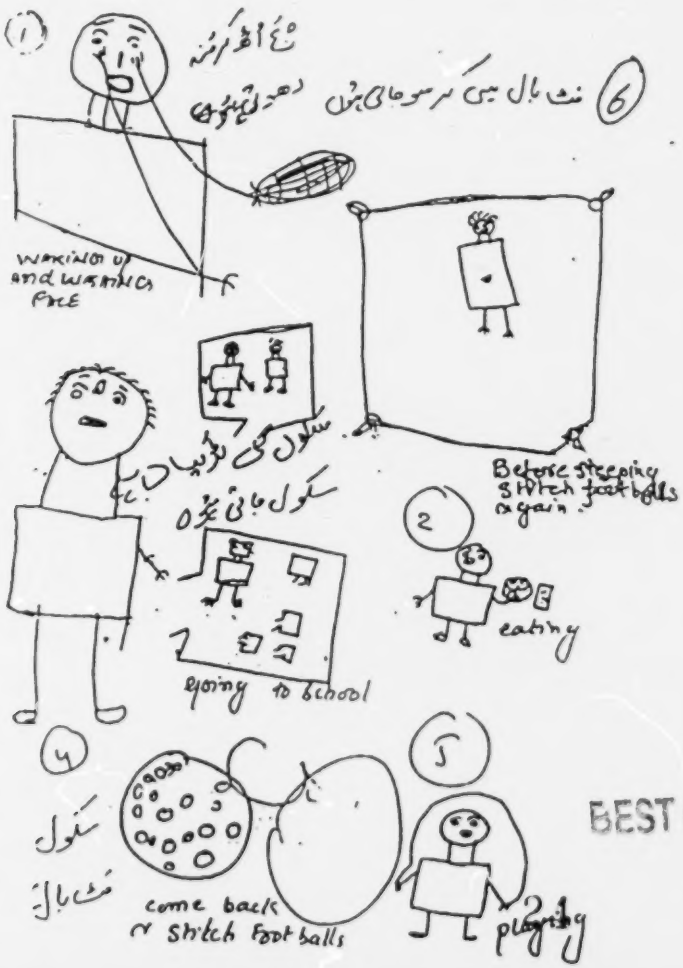
RUKIA KUBRA
AGE 11

RUKIA ICHARTON; 11



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3.2 Reasons children stitch footballs

i. Poverty

> *'We don't do this work because we like it. We do it because we are poor.'* [17]

In both the survey and the focus groups, children and parents overwhelmingly stated that poverty was the most important reason why children work in football production. Table 3 indicates this clearly.

Table 3: Why children stitch footballs (based on interviews with child stitchers)

Reason	Number (N=326)	Percentage
To help meet basic household needs	271	81
To save for dowries	37	11
To learn a useful skill	38	11
To have personal spending money	69	25

As table 4 illustrates, it is also clear that families with children stitching balls are generally poorer than those without child stitchers. It is rare for children in better off households to stitch footballs. Table 17, Appendix I, which compares the wealth status of families with and without child stitchers, bears this out.

[17] Interview with a group of boys aged 10-13 who do not attend school.
[18] Percentages add up to more than 100, as some children gave several reasons for working.
[19] See section 1.3 for explanation of these terms.
[20] Defined as possessing 1 killa or less.
[21] A full-time stitcher normally makes three to four balls per day, at an approximate payment of Rs 15-25 per ball. Wage rates are lower in villages without contractors, or at some distance from Sialkot city, or for balls destined for the local market.

Table 4: Socio-economic status of households with and without children stitching

Socio-economic indicator	'Target group'[19] (Households with children stitching)	'Control group' (Very few households with children stitching)
Mean family size	7.9	7.1
Monthly household income less than Rs 3,000	66 %	54 %
Monthly household income more than Rs 5,000	6 %	24 %
Mean monthly household income in (Rs)	2,927	4,554
Households where monthly expenses exceed income	62 %	32 %
Families/ households in debt	83%	64%
Landless or functionally landless[20] families	68 %	37 %

Further, wages for football stitching (averaging between Rs 45-100 per day for a full day's work)[21] are generally lower than those in unskilled labour (approximately Rs 120-130 per day in Sialkot city). Therefore it is often an activity undertaken by those who cannot find other more lucrative work, such as men in more isolated areas, women and children. Because the pay is relatively low, stitcher households are under pressure to mobilise as much labour as possible - including women's and children's labour - to increase production, and hence household income. Thus, stitching is both a resort of poorer families, and provides little chance of escaping from poverty. For this reason, children's labour continues to be needed. A much smaller percentage of families with than without child stitchers have members employed in the better-paying sectors of government service, private service or working overseas.

The vast majority of parents of child stitchers also work - only 4 per cent are unemployed. This defies the stereotype of adults remaining idle while children work. The parents interviewed engage in a wide range of activities. Football stitching is the most important of these, followed by agricultural labour and agriculture for men, and home-making for women. Other occupations include cycle glove-making, and surgical instruments manufacture. See table 18, Appendix I. Although there may be some scope to replace child workers with qualified adults (probably unemployed older siblings), both adults and children pointed out in focus group discussions that most adults were working as hard as they could but still could not make ends meet. This again points to the importance of raising wage rates for adult stitchers to reduce the need for children to work.

Children may also stitch footballs because their parents' earnings are irregular. 72 per cent of adults interviewed responded that they earned regular income. This may relate to the high percentage of parents interviewed who were also football stitchers. However, in the focus groups, a number of children indicated that their parents only found work irregularly, and that their (the children's) income was essential in enabling families to make ends meet at times of shortfall.

Loss of a parent or other breadwinner, through illness, death or desertion may also push children into football stitching, as the case study below illustrates.

Case study

- starting stitching during father's illness

Razia lives in the slums of Gujranwala city with her parents and two sisters. She is 13 years old and has been stitching footballs for about two years. She produces three balls a day and earns Rs 10 for each. Three years ago, her father was taken ill, and so her elder sister started stitching footballs to help make ends meet. Razia learnt football stitching from her sister. Currently all three girls stitch footballs. Razia says she enjoys both school and work, but would prefer to go to private school like her friends. Although government schools are poor quality, private schools are expensive and Razia will continue at her current school. Razia's mother feels that in these hard times, all household members should contribute to meeting the family's basic needs.

Children's income from football stitching on average constitutes 23 per cent of household income. In 78 per cent of households, children contribute up to 30 per cent of family income, in 18 per cent, they contribute between 31 and 50 per cent, and in four per cent of households they contribute over fifty percent. In only 21 per cent of households do they contribute 10 per cent or less. (See table 19, Appendix I). In addition to income from football stitching, most children also contribute significantly to their households through unpaid work, such as cooking, cleaning, assisting in farmwork, feeding animals, and fetching water, fuel or fodder for animals.

Although 58 per cent of child stitchers had attended school in the past, only 20 per cent do now. Poverty is the most important reason why the children interviewed do not attend school - in 72 per cent of cases, children cited economic factors. 43 per cent said that they needed to work to help the family meet its basic needs, and another 29 per cent that the direct and associated costs of schooling (such as books, equipment and payment to teachers) were prohibitive. (See table 5, below). This suggests that it is not stitching itself that prevents children from attending school, but that families cannot afford to send children to school. Because families need children's income, and because schooling is expensive, children stitch balls instead. In some families, children's stitching income enables themselves, or other siblings to go to school, as the case studies on page 16 and below illustrate.

Case study

- funding his siblings' education through stitching

Shahbaz lives in a small village 25 km from Sialkot city with his parents and seven siblings. He has been stitching footballs for the last three years. His father is unemployed. Shahbaz earns about Rs 1000 per month stitching *vilayeti* (export-quality) footballs. This money helps the family meet their basic needs and pays for the school expenses of the other children. Shahbaz has never attended school and thinks he is too old to start now, even if schooling were provided free of charge. He does not want any education and feels happy with his work and future prospects.

Table 5: Reasons child stitchers do not attend school (based on interviews with child stitchers)

Reasons for non-attendance at school	Number (N=245)	Percentage
To be able to work to meet family's basic needs	105	43
High cost of schooling	72	29
Low quality of education	12	5
Not perceived as useful	12	5
Not interested	35	14
No school available	9	4

ii. Quality/availability of education

> *'The teachers come to school to sleep, not to teach.'* [22]

Sialkot District is well supplied with both girls' and boys' primary schools, so at primary level, availability of educational facilities is rarely a major constraint. However, in some of the villages further away from Sialkot city, particularly those in Pasrur and Daska tehsils, flooded roads can prevent children from reaching school at times during the monsoon. At middle and secondary level, lack of facilities, particularly for girls, is a greater constraint to school attendance. Overall, only four per cent of respondents in our sample said they were not attending school because none was available.

Despite widespread provision of primary schools, the quality and relevance of education for future livelihoods is perceived to be limited. 24 per cent of children surveyed stated that they were not attending school for these reasons. This is borne out by focus group discussions where a number of parents and children complained about teachers' attitudes. Parents of child stitchers generally feel that teachers are underqualified and incompetent. In a number of cases, teachers were alleged to come late, or infrequently to class, and often not to teach once there. Several teachers apparently supplement their salaries by requiring children to bring them produce from home, or to work on their plots after school. In some cases, they require bribes to promote children from one class to the next. Both children and parents also complained that the teachers beat the children too severely and frequently. Many buildings, particularly for girls' schools are in poor condition, and may be unusable during the monsoon season.

A number of fathers and older boys stated that many secondary school graduates were unemployed, and ended up taking stitching jobs anyway. They therefore saw little point in investing time and money in education only to return to stitching. At primary level, both parents and children generally see education as useful and important, despite the low quality of education on offer. In 75 per cent of the focus groups, both adults and children stated that improving the quality of education would be an important step in improving the quality of life of children in Sialkot.[23]

A number of private schools in the Sialkot District have been established, as a response to the low quality of state education. Only one child stitcher in the focus groups attended a private school - for the majority, school fees of Rs 100 per month are too expensive. Many parents and children stated that education could be improved by including more vocational components.

iii. Children's and adults' perceptions of childhood and work

Attitudes to the role of work in childhood, and towards children's involvement in football stitching vary. Most children and adults consider it regrettable but essential for household survival that children stitch. The quotations from discussions with children below illustrate that many feel a responsibility to contribute to household income, even though they do not enjoy the work.

> *'If we go to school, we shall still sew footballs when we get home'*
> (non-schoolgoing girls, 10-13)

[22] Interview with a group of 10-13 year old girls who do not attend school.
[23] Raasta's study indicates a similar commitment to education among Sialkot parents. 77 per cent of parents interviewed said they would prefer their children to study and not to work if they could forego their children's income (R[illegible]a, 1995).

'If people want us to go to school instead of work, they must give us the money to do so and make schools better. Then we would stop stitching. Who wants to injure their fingers?'
(non-schoolgoing girls, 10-13)

'It is hard to come home from school and start making a football, but we are poor, so we have to do it.'
(schoolgoing girls, 10-13)

A group of non-schoolgoing boys said that they thought children should just go to school, and would like not to work so that they could play with pleasure'. However, another boy, who had previously worked as a dishwasher in a roadside tea shop, felt that stitching footballs was a better job. He had hurt his hands more when washing dishes.

Many of the parents interviewed believe that ideally, children should solely attend school and play, but that in order to survive, all family members need to contribute to household income. In focus group discussions, parents stated:

'It is not good for children to work, but if they don't, how shall we live?'
(father of child stitchers)

'No parent wants their child to work; it is because of economic pressure and poor standards of education.'
(mother of child stitchers)

'We don't think it is good for children to work. All parents want their children to be able to play like other [richer] people's children. We have no choice but to ask children to work'
(mother of child stitchers)

However, some men in particular, believed it was important for boys to be gainfully employed so that they did not fall into bad company. Most felt that such boys would not be able to attend school instead, either because they could not afford to send them, or because they were too old to fit into primary classes with ease:

'If football stitching is banned, unemployed boys will spoil. They will roam around and become robbers.'
(male community leaders)

'If they are forced to stop working, we will see them on the roads with guns in their hands.'
(father of school-going children)

Such responses may seem dramatic but express real fears about the consequences of youth unemployment in a changing society.

iv. Specific advantages of stitching

Despite low rates of pay, stitching is seen as a good option by many families. The principal advantage cited by participants in both the survey and focus groups, is stitching can be done at home, in one's own time. Thus it can be fitted in with other household chores. This makes it one of the few income-earning options available to women and adolescent girls, for whom working at home is highly desirable. It also means that children can combine school and work. Working at home may be less intimidating for children and women than working for a stranger. It may also reduce the risk of abuse. Stitching further requires no special tools or equipment, or setting aside a particular place to work, and is clean. Unlike embroidery, which has similar advantages, there is a ready market for footballs, meaning that there is a guaranteed income.

3.3 Implications of Recent and Proposed Changes in Industry

Recent pressure on the industry has led some of the larger manufacturers to invest in stitching factories employing only adults, in order to be able to guarantee that children are not involved. Conditions in these factories are good and include ventilation, canteens and in some cases, transport to the factory and higher wage rates than in home-based production. Employees at these large stitching centres are overwhelmingly men. As discussed in section 3.1, women constitute 58 per cent of adult stitchers in the communities surveyed. It is therefore essential that they can continue to stitch and contribute to family income. Otherwise, families are likely to lose women's and children's income, and this may push children, particularly boys, into more dangerous work, such as surgical instruments manufacture or brick-making. Girls might take on other home-based work to compensate, such as cycle-glove stitching, or other piece-work.

Despite the provision of separate rooms for women and men, it is unlikely that the majority of women will be able to attend such centres. In our survey, 50 per cent of women said that they would not be able to attend large stitching centres, while only 31 per cent thought that they could. Even with a women's development and mobilisation aspect to the programme, household responsibilities are likely to prevent many women from attending such centres. Smaller, village-based units, run on a more flexible basis might help to overcome this problem. As they are cheaper, they are a possibility for smaller manufacturers who cannot afford large stitching centres. Where women are working in stitching centres, it will be important to monitor the impact on older girls, whose domestic responsibilities may be increased, and on very young children whose health may suffer if the possibilities for women to breastfeed are reduced.

Phasing out children's stitching work, and a probable reduction in women's stitching capacity, may mean that the football industry needs to train new stitchers. In the longer-term if adults are joining stitching centres without having learnt to stitch whilst children, they are again likely to need training, and the industry needs to include this in its planning. It is important that during such training periods, stitchers receive a living wage.

4 Recommendations

The following are detailed suggestions for policy and action. To ensure that, in accordance with the intentions of all involved, changes in the football industry result in sustainable improvements in the lives of child football stitchers, it will be vital to:

1. Protect and improve family incomes through:

i. Increased pay for football stitchers

> *'Improving adults' rates of pay would be a better solution.'*
> [than banning children from stitching][24].

a Increasing the rates paid per ball so that a full-time stitcher receives at least the same as a labourer for a day's work (i.e. Rs 120 per day) should reduce the need for children to work. This may be a particularly important measure for the 34 per cent of stitcher households where stitching is the main adult occupation. It is likely to have a greater impact than substituting family members aged over 14 for child workers, since in many families, no such workers are available. It should also help to develop a committed, skilled labour force for whom stitching is a preferred option rather than a convenient, but low paid one. Such changes are essential if the Sialkot area is to continue to meet such a large part of world demand for footballs.

b Higher wages for adult stitchers will increase production costs. The Sialkot Chamber of Commerce and Industry and their international customers need to consider asking consumers to pay more for their footballs, or reducing their profit margins.

The proportion of profits received by stitchers can also be increased by reorganising the processes of football production, and in particular the role of contractors. Contractors could, for example, be employed directly by factories to supervise village-based stitching or to transport balls from village stitching units.

c The provision of training to registered stitchers will benefit the industry by increasing the quality of stitching, and will reduce the proportion of balls rejected. This would increase the income earned by adult stitchers.

d Some of the brand names may wish to consider Fair Trade labelling which will guarantee that an increased share of the profits are returned to the stitchers. However, there may only be a relatively limited segment of the football purchasing market who are prepared to pay extra for labelled footballs. Also, working conditions in production for the domestic market may be unaffected.

ii. Organising community-based, single sex stitching units

Because of women's household responsibilities and social conventions limiting women mobility and contact between unrelated men and women, few women are likely to be able to attend stitching centres distant from their homes or with a predominantly male workforce. Given that women make up 58 per cent of stitchers, the impact on family income will be considerable if they cannot continue to earn. Organising stitching in small workshops at village level, rather than large stitching centres far from most homes will increase the likelihood that women can continue to work and retain their earning power. Such units need to be managed by women. This model has

[24] Interview with a group of mothers of child stitchers.

already been adopted successfully by some companies, and the Sialkot Chamber of Commerce and Industry and their international customers should consider reorganising production in this manner. Large women-only stitching centres should not be ruled out, but significant changes in social attitudes will be needed for the majority of women to be able to attend such centres.

In addition to checking the age of workers, the monitoring system should also ensure that women (or men) stitching in village-based units are paid at the same rates as the predominately male producers at the large stitching centres.

These are the two most important measures to safeguard family incomes and are likely to have a greater impact on incomes and family welfare than alternative income-generation or credit and savings schemes.

iii. Credit and savings schemes and the generation of alternative income sources.

Recognising that the programme is likely to lead to a loss of income in families heavily dependent on children's and women's stitching labour, efforts must be made to stimulate alternatives. Microfinance programmes may play a role in this. Such programmes should be flexible, should ensure that savings are accessible, and if loaning through groups should ensure that the intervals between individual members receiving credit are minimised. They should allow loans for both 'consumption' and 'productive' activities[25]. They will also need to charge mark-up[26] rates that cover costs. Considerable experience in micro-finance programmes exists in Pakistan and elsewhere in South Asia, and the organisations implementing the Sialkot programme should make linkages with NGOs with experience in this area.

65 per cent of households who save do so through credit and savings committees (see table 20). This may be because committees offer the best service to savers, or because there are no other facilities, and this issue needs further investigation before setting up new savings facilities. However, there may be scope for the Sialkot Chamber of Commerce and Industry to create or support savings facilities, in addition to the already existing informal credit facilities provided by makers to many football stitchers. This could help to improve the quality of the relationship between the employer and employee. There may be potential for both workplace and village-based credit and savings committees.

Given the immediacy with which such microfinancial services are likely to be needed, this programme will need to be funded substantially, in addition to mobilising members' savings. This implies that donor funds will need to be obtained. It is unlikely that at this stage, private sector finance can be obtained. However, members of the Sialkot Chamber of Commerce and Industry may consider supporting such initiatives as part of their contribution to the programme. It may be possible to make linkages with commercial banks, such as the First Women's Bank of Pakistan, or others.

A number of respondents in both the survey and focus groups indicated that to invest in enterprises which could hope to replace lost football stitching income, 'meso' rather than 'micro' credit would be needed. It is essential to investigate the varied credit needs of different groups affected carefully, before designing a detailed programme. In order to prevent markets quickly becoming saturated with small-scale trading, poultry-raising or manufacturing activities which give a quick return and in which poor people are able to invest using microcredit, there may be a need for training in alternative income-generating activities. Such training might be provided separately from microfinancial services.

[25] Many NGO microfinance programmes oppose giving consumption loans, fearing that borrowers will be unable to pay such loans back. However, most stitcher families currently borrow for weddings, health care or to improve housing, and pay such loans back. Particularly if the role of subcontractors is reduced, any credit programme is likely to be under pressure to make funds available for such purposes. Providing such a service may help smooth individual household's cash flow situation, and in some cases, reduce the need for children to work at times of shortfall. However, it is unlikely to provide a sustainable long-term alternative to wages from football stitching.

[26] Interest is known as mark-up in Pakistan

2. Improve education and vocational training services so that they can contribute to improving family incomes.

Sialkot District is well supplied with existing primary schools; these should be strengthened by improving the quality and relevance of education and training, rather than building new facilities. Whilst in the longer term as the population grows there may be a need for more primary schools, this should be assessed in relation to population trends. Any new construction through the Sialkot programme should focus on middle or secondary schools.

Non-formal education may be important in enabling children who have never attended school, and for whom it is difficult to integrate into the government system to receive an education. However, a better quality, more relevant state education system has a greater role to play in the long-term in improving the lives of Sialkot's children, increasing their chances of viable future livelihoods and in preventing children's entry into hazardous and exploitative forms of work. Organisations involved in the Sialkot programme therefore need to assist the government, whose statutory responsibility it is to provide schooling in Sialkot, to improve the quality of education services. Teacher training, school inspection, and school and sub-district education management are particular areas of concern.

Community involvement in school management can enhance schools' ability to meet local educational needs. Community mobilisation initiatives in Sialkot will therefore aim to produce closer links between communities and their schools, building on the existing system of school committees in Pakistan. Links between the private sector and schools should also be encouraged and some members of the Chamber of Commerce might select communities in which particular schools could be supported.

Vocational training that will lead to the protection or improvement of family incomes is extremely difficult in any setting. Programmes initiated in Sialkot need to examine income generation possibilities that could be exploited if people receive the right vocational training. The Chamber of Commerce is well placed to provide information on the type of skills they will require in the workforce and vocational training could be tailored to meet these needs. Vocational training which will not lead to a increase in family incomes, particularly in handicrafts which are difficult to market, should be avoided.

3. Build the commitment and capacity of all parties involved.

Much of the initiative and pressure for the development of a programme on child labour in Sialkot has come from outside the district. For the children involved to benefit, local ownership of the programme is essential. Now that the practical details of the programme are being worked out, and implementation is starting, it is time for full local involvement to be nurtured. In particular, it is vital that a broad commitment to the programme across the football industry in Sialkot is built through involving both large and smaller manufacturers fully. The large manufacturers in Sialkot have already taken steps to ensure that children are not involved in production. For a critical mass to be attained, the smaller companies, of which there are many more, will also need encouragement to join the programme. Many of the companies are of the opinion that child labour concerns have been imposed from the outside and will be solved by outsiders. It is thus important for the Sialkot programme to ensure that there is a strong sense of ownership of the initiative in the private sector in Sialkot. This is presently not the case.

4. Give the programmes developing under the Atlanta agreement time to work.

The hasty withdrawal of children from stitching before alternatives are in place will present a serious threat to their wellbeing, and may result in their taking up more dangerous forms of work. Social protection programmes will take time to be effective and to support children who are excluded from work following the implementation of the monitoring scheme. The first 18 months of the programme will not result in the adequate social protection of all children involved in the industry, and to become broadly effective the programme will need at least five years.

5. Monitor the social impact of changes in the industry continuously,

and use information gathered as a basis for the revision of plans and programmes by the Sialkot Implementation Team, to ensure that all action is in the best interests of children. Such 'social monitoring' is best carried out by non-governmental and community-based organisations in the Sialkot District. It needs to be independent of the formal monitoring system to be developed by the industry and external auditors, which will focus on ensuring that all stitchers are aged 14 or over. The international partners may have a role in assisting Sialkot-based organisations to develop systems and capacity to carry out this process, by providing training in participatory research and evaluation, and particularly in ways of working with children. Save the Children is committed to providing such assistance to local organisations.

The kinds of changes which will require monitoring, and the methodologies for doing so need to be worked out in more detail by organisations involved in this part of the programme. The issues that need monitoring may include:

- Changes in family income and how each member of the family benefits or loses from those changes.
- Changes in time spent by girls and boys of different ages on different activities such as school/education, chores in the house or fields, play and recreation and waged employment.
- Changes in the pattern of women's work.
- How children perceive the changes in their lives.

6. Ensure that all action taken is based on a full understanding of the reality of the lives of children in Sialkot District

in order that all actions taken lead to real improvements in children's lives. Many of the conclusions that have been drawn by those outside Sialkot have been based on a limited perception of the realities of children's lives. This will no longer be the case if clear and detailed information is provided and used, and if Sialkot people and organisations are more meaningfully involved in the process.

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Appendix I - **Detailed statistical information**

Table 1: **Child and adults stitchers - age and gender**

Age group	Female		Male	
	Number	Percentage	Number	Percentage
5-9	36	48	39	52
10-13	211	52	191	48
14-17	116	60	76	40
18-29	86	49	91	51
30-44	52	73	19	27
45-59	19	69	9	31
60 +	0	0	3	100
Total 5-13	247	52	230	48
Total 14-60+	273	58	198	42

Table 2: **Child stitchers by age and years of experience**

Years of experience	5-9 year olds		10-13 year olds		Percentage all child stitchers
	No. (N=57)	Percentage	No.(N=304)	Percentage	
less than 1 year	13	22	34	11	13
1-2 years	29	51	98	32	35
2-3 years	10	18	70	23	22
3-4 years	3	5	51	17	6
over 4 years	2	4	51	17	15

Table 3: **Child stitchers' school attendance - boys and girls**

Age	Attending		Not attending		No information	
	Number	% age group	Number	% age group	Number	% age group
5-9 (N=75)	13	17	54	72	8	11
10-13 (N=402)	82	20	281	70	39	10
Percentage all child stitchers (N=477)	20		70		10	

Table 4: **Child stitchers' school attendance - girls**

Age	Attending		Not attending		No information	
	Number	% age group	Number	% age group	Number	% age group
5-9 (N=34)	10	26	24	68	2	6
10-13 (N=211)	36	17	164	78	11	5
Percentage all stitcher girls	19		76		5	

Table 5: **Child stitchers' school attendance - boys**

Age	Attending		Not attending		No information	
	Number	% age group	Number	% age group	Number	% age group
5-9 (N=39)	3	8	30	77	6	15
10-13 (N=191)	46	24	117	61	28	15
Percentage all stitcher boys	21		64		15	

Table 6: **Non-stitcher children's school attendance - boys and girls**

Age	Attending		Not attending	
	Number	% age group	Number	% age group
5-9 (N=397)	167	42	230	58
10-13 (N=246)	142	58	104	42
Percentage all non-stitcher children (N=643)	48		52	

Table 7: **Non-stitcher children's school attendance - girls**

Age	Attending		Not attending	
	Number	% age group	Number	% age group
5-9 (N=214)	83	39	131	61
10-13 (N=112)	66	59	46	41
Percentage all non-stitcher girls (N=326)	46		54	

Table 8: **Non-stitcher children's school attendance - boys**

Age	Attending		Not attending	
	Number	% age group	Number	% age group
5-9 (N=183)	84	46	99	54
10-13 (N=134)	76	57	58	43
Percentage all non-stitcher boys (N=317)	50		50	

Table 9: **Child stitchers' levels of schooling - boys and girls**

Age	No information		No schooling		Primary school		Secondary school	
	No	% age group	No	% age group	No	% age group	No	% age group
5-9 (N=75)	16	20	25	33	34	45	0	0
10-13 (N=402)	65	16	93	23	180	45	64	16
Percentage all child stitchers (N=477)	17		25		45		13	

Table 10: **Child stitchers' schooling levels - girls**

Age	No information		No schooling		Primary school		Secondary school	
	No	% age group	No	% age group	No	% age group	No	% age group
5-9 (N=36)	5	14	11	31	20	55	0	0
10-13 (N=211)	26	12	54	26	112	53	19	9
Percentage all girl stitchers (N=247)	13		26		53		8	

Table 11: **Child stitchers' schooling level - boys**

Age	No information		No schooling		Primary school		Secondary school	
	No	% age group	No	% age group	No	% age group	No	% age group
5-9 (N=39)	11	28	14	36	14	36	0	0
10-13 (N=191)	39	20	39	20	68	36	45	24
Percentage all boy stitchers (N=230)	21		23		36		20	

Table 12: **Schooling levels of non-stitcher children - boys and girls**

Age	No information		No schooling		Primary school		Secondary school	
	No	% age group	No	% age group	No	% age group	No	% age group
5-9 (N=397)	85	21	94	24	218	55	0	0
10-13 (N=246)	20	8	38	15	166	63	22	9
Percentage all non-stitchers (N=643)	16		21		60		3	

Table 13: **Schooling levels of non-stitcher children - girls**

Age	No information		No schooling		Primary school		Secondary school	
	No	% age group	No	% age group	No	% age group	No	% age group
5-9 (N=214)	46	21	58	27	110	52	0	0
10-13 (N=112)	9	8	17	15	77	69	9	8
Percentage all non-stitcher girls (N=326)	17		23		57		3	

Table 14: **Schooling levels of non-stitcher children - boys**

Age	No information		No schooling		Primary school		Secondary school	
	No	% age group	No	% age group	No	% age group	No	% age group
5-9 (N=183)	39	21	36	20	108	59	0	0
10-13 (N=134)	11	8	21	16	89	66	13	10
Percentage all non-stitcher boys (N=326)	16		18		62		4	

Table 15: **Households in debt**

Debt/not	'Target group'* (Households with child stitchers)		'Control group' (Very few households with child stitchers)	
	Number (N=338)	Percentage	Number (N=90)	Percentage
In debt	281	83	57	63
Not in debt	48	9	19	21
No information	9	3	14	16

Table 16: **Sources of credit for households currently in debt**

Source	'Target group' (Households with child stitchers)		'Control group' (Very few households with child stitchers)	
	No (N=290)	Percentage	No (N=71)	Percentage
Advances from contractors	99	34	5	7
Relatives/neighbours/ shopkeepers	179	62	46	65
Bank	0	0	8	8
No information	12	4	14	20

Table 17: **Comparative wealth status of families with and without child stitchers**[28]

Wealth status	'Target group'* (Households with child stitchers)		'Control group' (Very few households with child stitchers)	
	Number	Percentage	Number	Percentage
High	15	4	25	28
Medium	163	48	22	24
Low	160	47	43	48

* See section 1.3 for explanation of these terms.
* Wealth status was derived from analysis of assets and income. The formula by which this was calculated is available from SCF.

Table 18: **Main occupations of parents of child stitchers**

Occupation	Fathers Number (N=716)	Mothers Number (N=657)	Total Percentage
Football stitching	198	273	34
Agriculture	52	0	4
Labour	152	4	13
Making cycle gloves	14	4	1
Making surgical instruments	32	5	3
Government employee	11	0	0.5
Army	10	0	0.5
Homemaker	7	239	18
Unemployed	48	5	4
Other	134	47	12
No information	58	80	10

Table 19: **Child stitchers' contribution to household income**

Percentage of household income contributed by children stitching balls	Number (N=236)	Percentage
1-10	49	21
11-20	73	31
21-30	62	26
31-40	34	14
41-50	9	4
over 50	9	4

Table 20: **Savings patterns of stitcher and non-stitcher households**

Overview of households	'Target group' (Households' with child stitchers)		'Control group' (Very few households with child stitchers)	
	Number	Percentage	Number	Percentage
Households which save	83	9	1	1
Households which do not save	226	67	58	64
No information	29	25	31	34
Savings mode	'Target group'		'Control group'	
	Number	Percentage*	Number	Percentage
Committee	54	65	11	35
At home	18	22	2	7
Bank or post office	2	2	4	13
Livestock	2	2	6	19
Jewellery	0	0	2	7
Committee and other	2	2	6	19
Other combinations	2	2	0	0
Not given	3	4	0	0

*Percentage refers to percentage of savers

Appendix II - **Research methodology**

Methodology

This research involved the collection of both qualitative and quantitative data. The first phase consisted of collecting qualitative information which was used to establish the socio-economic profiles of 100 villages and towns. The second phase involved the collection of detailed household socio-economic data and information on children's working patterns. The third phase sought to probe particular issues arising in the household survey through semi-structured interviews and focus group discussions.

Two survey instruments were developed (see attachments). The first, used for the village survey, covered general socio-economic issues including access to health, education and banking facilities, proximity to roads and markets, population size, landholdings and major sources of income, and included a modified wealth ranking exercise[40]. It also inquired into the incidence and numbers of children working in the sporting industry.

The information collected during the first phase of the research was used to refine the questionnaire for the household survey. This second phase gathered detailed demographic and socio-economic information about each household, including major sources of income, expenses, and access to credit and savings facilities. It also established detailed profiles of the working children in each household, including age, sex, school attendance, hours worked, wages, nature of the work, reasons for working, and information about alternative opportunities. A question on the likely implications for women of centralising production in stitching centres was also included. The data gathered in this questionnaire was analysed using dBase III Plus and the Statistical Program for the Social Sciences (SPSS). The information obtained in these two phases was used to develop checklists for the focus group discussions and individual interviews (see attachment). These probed issues such as the importance of children's earnings to household income, attitudes to children working and to education, the likely implications of a ban on children under 14 stitching footballs, and possible programmes of intervention.

Sampling

To ensure representative coverage of the whole Sialkot district, union council divisions (the basic electoral units in Pakistan) were used as the sampling frame. There are a total of 86 union councils in Sialkot district. Firstly, to ensure a geographical spread, one village was randomly selected from the list of villages of each union council. Random selection ensured that there was no bias in the selection process - villages of differing size were selected, and villages both near and far from main roads. It was felt that achieving a geographical spread was of primary importance, given the likely differences in patterns of work in the football industry and alternative opportunities between situated far from and close to urban centres and factories. An additional 14 villages and small towns were selected from the most populous areas of the district to make some compensation for differences in population between the union councils, and to bring the total number of selected locations up to 100. The sample therefore represents a fairly even geographical and population spread.

The individual households for the second phase of the research were selected based on the findings of the

[40] Key informants, such as school teachers, agricultural labourers and shop owners were asked to define the key socio-economic categories in their villages. Then they were asked to define which socio-economic groups engaged in football stitching

village survey. The 100 villages and small towns were divided into four different categories based on the initial village survey: those with no children stitching footballs, those with fewer than 15 households with children stitching footballs, those with between 15 and 30 households with children stitching footballs, and those with more than 30 households with children stitching footballs. A sample of 30 villages was then selected, with each of the four categories described above proportionately represented. The household survey was then conducted in these 30 villages, with households selected using a snowball methodology (asking households in each category to locate other similar households). A total of 428 households were covered by the survey.

Of these 428 households, 338 households in 24 villages known to have child stitchers were categorised as the 'target group'; 90 households in six villages where reportedly there were no child stitchers were categorised as the 'control group'. In fact nine child stitchers were found in the 'control' villages. Interviews were conducted with 347 of the 447 stitcher children (73 per cent) about whom information was obtained. Overall 677 children and 748 adults in the 'target group' and 68 children and 256 adults in the 'control group' were interviewed - i.e. 745 children and 1004 adults in total.

The third phase of the research consisted of 46 focus group discussions with working children and their families, and contractors and opinion leaders in 11 villages. Focus groups with children were subdivided by age, gender and educational status. Groups of mothers and fathers were interviewed separately and subdivided by the number of their children working in football stitching (see table 1 below). Individual interviews were also conducted with members of the Sialkot Chamber of Commerce and Industry and government and NGO personnel.

In total, nine focus groups were conducted with community opinion leaders and members, 17 with parents of working children, five with mothers of working children, six with school-going children and eight with non-schoolgoing children, subdivided by gender and age and one with village-based contractors. The average number of participants was four per focus group.[11]

Fieldwork

The research was carried out over four weeks in February and March 1997. The village survey was conducted using a team of 13 local fieldworkers, who were first given basic training in survey methods, and an introduction to wealth ranking techniques. Each village was visited by one fieldworker, who filled in the questionnaire and completed the wealth ranking exercise with a group of villagers. As far as possible the fieldworkers crosschecked the responses with a number of people. The second and third phases of the research were conducted using a team of 33 fieldworkers, who were trained in basic survey methods, conducting semi-structured interviews and focus group discussions. In order to facilitate interviews and discussions with village women and girls, 21 of these fieldworkers were female.

Table 1: **Breakdown of categories of focus groups**

Category of focus group	Number conducted
Opinion leaders	9
Fathers with one or two working children	3
Fathers with more than two working children	5
Mothers with one or two working children	5
Mothers with more than two working children	4
Mothers with no working children	5
Non-schoolgoing girls under 10	0
Schoolgoing girls under 10	2
Non-schoolgoing girls 10 - 14	2
Schoolgoing girls 10 - 14	2
Non-schoolgoing boys under 10	2
Schoolgoing boys under 10	1
Non-schoolgoing boys 10 - 14	4
Schoolgoing boys 10 - 14	1
Contractors	1
Total	46

[11] Precise numbers of participants were not always noted by the field teams

Name of fieldworker
فیلڈ ورکر کا نام

گاؤں کا نمبر
Village Number

VILLAGE PROFILE

یونین کونسل
Union Council

Name of village
گاؤں کا نام

Time taken to reach village
گاؤں تک پہنچنے کا وقت

Names and occupations of those providing the information
معلومات فراہم کرنے والوں کا نام اور پیشہ

بنیادی سہولیات

A. Infrastructure/Services.

1. Electricity / بجلی — YES ☐ ہاں NO ☐ نہیں
2. Piped water / پینے کا صاف پانی / نلکی کا پانی — YES ☐ ہاں NO ☐ نہیں
3. Road / سڑک — KATCHA ☐ کچی PUKKA ☐ پکی
4. Distance from Sialkot? / سیالکوٹ سے گاؤں کا فاصلہ _____ km
5. School(s) in village (Including govt/private, girls/boys, primary/secondary, medressa, vocational centres etc)? کیا گاؤں میں سکول ہے (سرکاری/پرائیویٹ، لڑکے/لڑکیاں، پرائمری/سکینڈری، مدرسہ، پیشہ ورانہ تربیت گاہ وغیرہ

YES ☐ ہاں NO ☐ نہیں

IF YES: اگر ہاں:

5a. Which type of school(s)? (Include govt/private, girls/boys, primary/secondary, medressa, vocational centres etc)?
سکول کی قسم (سرکاری/پرائیویٹ، لڑکے/لڑکیاں، پرائمری/سکینڈری، مدرسہ، پیشہ ورانہ تربیت گاہ

i. _____

ii. _____

iii. _____

iv. _____

BEST COPY AVAILABLE

Village Number

v. _____

vi. _____

vii. _____

اگر نہیں IF NO. ←

5b. Where is the nearest school, and how far away?

نزدیکی سکول کہاں اور کتنے فاصلے پر واقع ہے

Village / گاؤں _____

Distance / فاصلہ _____ km

Which type of school? کس قسم کا سکول ہے۔

i. _____

ii. _____

iii. _____

iv. _____

v. _____

6. Formal health facilities in village? ہاں نہیں

گاؤں میں صحت کی سہولتیں YES ☐ NO ☐

اگر ہاں IF YES: ←

6a. Which type of facility? (govt/private, hospital/clinic etc.)

کس قسم کی سہولیات میسر ہیں (سرکاری/پرائیویٹ، ہسپتال/وغیرہ)

i. _____

ii. _____

iii. _____

iii. _____

Village Number

آگر نہیں IF NO: ◄

6b. Where is the nearest health facility, and how far away?
نزدیک ترین کہاں اور کتنے فاصلہ پر صحت کی سہولیات میسر ہیں

Village / گاؤں _____

Distance / فاصلہ _____km

Which type of health facility? (govt/private, hospital/clinic etc.)
کس قسم کی سہولیتں موجود ہیں (سرکاری/پرائیویٹ، ہسپتال/دواخانہ، وغیرہ

i. _____

ii. _____

iii. _____

7. Bank in village?
کیا گاؤں میں بنک ہے

ہاں YES ☐ NO ☐ نہیں

آگر ہاں IF YES: ◄

7a. Which bank? کونسا بنک موجود ہے۔

i. _____

ii. _____

آگر نہیں IF NO: ◄

7b. Where is the nearest bank, and how far away? نزدیک ترین بنک کونسا اور کہاں ہے

Village / گاؤں _____

Distance / فاصلہ _____km

Which bank? کونسا بنک

i. _____

ii. _____

گاؤں کا نمبر

Village Number

B. Demographic Data (check this with as many people as possible).
آبادی کی تفصیل (اسے جتنے زیادہ لوگوں سے ممکن ہو معلوم کریں)

8. No. of households / گھروں کی تعداد _____

9. Population / آبادی _____

10. Education / تعلیم

10a. How many people in the village educated to primary or above? _____
گاؤں میں کتنے لوگ پرائمری یا اس سے زیادہ پڑھے ہوئے ہیں

- ☐ Most / زیادہ
- ☐ About ½ / تقریباً آدھے
- ☐ Less than ½ / آدھے سے کم

10b. How many children in the village go to school? _____
گاؤں کے کتنے بچے سکول جاتے ہیں

- ☐ Most / زیادہ
- ☐ About ½ / تقریباً آدھے
- ☐ Less than ½ / آدھے سے کم

C. Socio-economic Data (check this with as many people as possible).
سماجی معاشی تفصیلات (اسے جتنے زیادہ لوگوں سے ممکن ہو معلوم کریں)

11. Landholdings in village / گاؤں میں ملکیت

Maximum / زیادہ سے زیادہ _____ kila کلہ

Most Common / عام _____ kila کلہ

Minimum / کم از کم _____ kila کلہ

12. Different sources of income in village:
گاؤں کے مختلف زرائع آمدن

(Use whichever column is most suitable)
جو کالم مناسب سمجھیں اسے پُر کریں

	No. of households گھروں کی تعداد	Percentage of villagers گاؤں کا فی صد	Order درجہ بندی
i. _____	____	____ %	____
ii. _____	____	____ %	____
iii. _____	____	____ %	____
iv. _____		%	____
v. _____	____	____ %	____

گاؤں کا نمبر

Village Number

13. Groups in village: (Use which ever column is most suitable)

	No. of households گھروں کی تعداد	Percentage of villagers گاؤں کا فی صد
مذہب Religion:		
_____	_____	_____ %
_____	_____	_____ %
_____	_____	_____ %
_____	_____	_____ %
Biradari/Caste: برادری / ذات		
_____	_____	_____ %
_____	_____	_____ %
_____	_____	_____ %
_____	_____	_____ %
_____	_____	_____ %

14. How many households are involved in the sporting industry? کتنے گھر کھیلوں کی صنعت سے وابستہ ہیں

- Most / زیادہ ☐
- About ½ / تقریباً آدھا ☐
- Less than ½ / آدھے سے کم ☐
- None / کوئی نہیں ☐

15. Football Stitching centre in village? / گاؤں میں فٹ بال کی سلائی کا مرکز YES / NO ہاں نہیں

16. Children working in sports industry? / کیا بچے کھیلوں کی صنعت میں کام کرتے ہیں YES / NO ہاں / نہیں

IF NO CHILDREN WORKING IN THE SPORTS INDUSTRY, THEN STOP HERE.
اگر بچے کھیلوں کی صنعت میں کام نہیں کرتے تو چھوڑ دیں

IF THERE ARE CHILDREN WORKING IN THE SPORTS INDUSTRY, THEN CONTINUE.....
اگر بچے کھیلوں کی صنعت میں کام کرتے ہیں تو جاری رکھیں

Village Number

17. Number of households with working children (Children 14 years or under working in sporting industry)
ایسے گھروں کی تعداد جن کے بچے کھیلوں کی صنعت سے وابستہ ہیں (14 سال یا اس سے کم عمر کے بچے جو کھیلوں کی صنعت سے وابستہ ہیں)

<15 ☐ 15 - 30 ☐ Most households in village ☐

کم سے 15 30 سے 15 گاؤں کے اکثریتی گھر

NOTES:

Put any notes here, such as problems encountered during the fieldwork, or any general information about the village. For example, if you do the wealth ranking exercise then write about the results in this space.

اگر کوئی معلومات کام کے دوران حاصل ہوں یا گاؤں کے متعلق اہم معلومات جیسے اگر آپ معاشی درجہ بندی کریں تو اسکے نتائج یہاں لکھیں

چنے جانے والے گھروں کی فہرست

گاؤں کا نمبر

List of selected households/ _____ Village Number [ ]

Make sure you include households from all the different groups in the village, especially low class households, low income households, households with less land and female headed households

اس بات کو یقینی بنائیں کہ اس میں گاؤں میں آباد مختلف آمدنیوں کی نمائندگی موجود ہے خصوصاً غریب گھر، کم آمدنی والے گھر، کم ملکیت والے گھر اور عورت کی سربراہی والے گھر

	Name of household head گھر کے سربراہ کا نام	Address پتہ	Previously Surveyed گزشتہ سروے	Informed? مطلع کیا
1.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
2.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
3.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
4.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
5.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
6.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
7.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
8.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
9.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں
10.	_____	_____	YES / NO نہیں / ہاں	YES / NO نہیں / ہاں

11.		YES / NO	YES / NO
12.		YES / NO	YES / NO
13.		YES / NO	YES / NO
14.		YES / NO	YES / NO
15.		YES / NO	YES / NO

معاشی درجہ کا خاکہ

گاؤں کا نمبر

Wealth Ranking Format.

Village Number

سب سے زیادہ خوشحال

Most well off

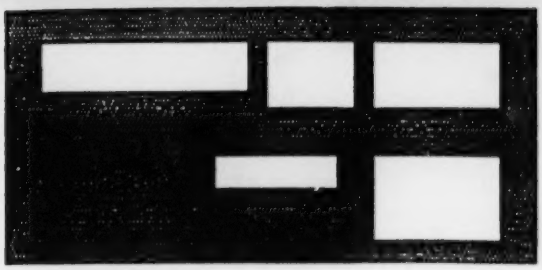
Why? What characteristics?

وجوہات کی بنا پر

Least well-off

انتہائی پسماندہ

Save the Children
PAKISTAN PROGRAMME



Survey of Children Working In the Sialkot Sporting Goods Industry

16 January - 25 March 1997

Part One - FAMILY DEMOGRAPHIC & SOCIO-ECONOMIC PROFILE

1.0 گھر کی تفصیل Household details

1. 1 سربراہ کا نام **Name of head of household** F☐ عورت M☐ مرد

_____

1.2 **Details of members of the household**

	Sex جنس (M/F)	Age عمر (yrs)	Relationship to head of h'hold سربراہ سے رشتہ (self/wife...)	Occupation پیشہ (per list below)	Regular/ irregular مستقل/غیر مستقل (I/R)	Educated up to تعلیم (P/M/H/F/B/O)	Present at interview انٹرویو کے وقت موجود (✓ / ✗)
1.2.1							
1.2.2							
1.2.3							
1.2.4							
1.2.5							
1.2.6							
1.2.7							
1.2.8							
1.2.9							
1.2.10							
1.2.11							
1.2.12							
1.2.13							
1.2.14							

Note for "o" above: Select more than one for each family member if necessary and write initial as below: o کے لیے ہدایت: ایک فرد کے لیے ایک سے زیادہ پیشے چن سکتے ہیں - پیشے کا ابتدائی حرف فراہم کریں

Agriculture زراعت **(A), Labour** مزدوری **(L), football stitching** فٹبال سی سلائی **(S), Other Piece-work, le, surgical, glove making etc.** پیس ورک، سرجیکل، دستانے **(P), Factory** فیکٹری **(F), Government Service** سرکاری ملازمت **(G), Overseas Job (OJ), Other Job,le, tailoring, electrician etc. (J),**
Business کاروبار **(B), Housework** گھریلو کام **(H), Unemployed** بیروزگار **(U), Other** دیگر **(O).**

1.3 **Approximate total monthly income**

روپے Rs. ☐

اندازاً ماہانہ آمدنی

2.0 گھریلو اثاثے Assets belonging to household members

ایم نقاط IMPORTANT : *Only things which actually belong to the household members themselves are to be included in this section, for example, exclude "Shamilat" land or assets owned in "Sharika" or jointly.*

صرف اثاثوں کے بارے میں تحریر کریں جو اس گھر سے متعلق ہیں
اس میں شاملات، شریکہ اور مشترکہ اثاثوں کا ذکر نہیں ہو سکتا

2.1 Standard of Housing

2.1.1 ☐ کچا Kutcha ☐ پکا Pucca ☐ Mixed دونوں طرح کے

2.1.2 گھر میں قابل استعمال کمرے Number of useable rooms in the house ☐

2.1.3 کیا گھر میں فلش موجود ہے Does house have a flush toilet

☐ ہاں Yes ☐ نہیں No

2.2 Fixed assets (actually belonging to household)

2.2.1 اس گھر کا قانونی مالک This house legally owned by

☐ _____ Household member from above list

☐ یا کوئی دوسرا Someone else

2.2.2 members of the household also own اس گھر کی ملکیت

☐ عمارت / دوکان _____ Buildings/shops (fill in the number, if any)

☐ زمین _____ Land (killa / kanal)

(اگر کوئی ہو تو تعداد لکھیں) مویشی

2.2.3 Livestock (fill in the number, if any)

☐ گائے Cow ☐ بھینس Buffalo ☐ بھیڑ / بکری Goat/Sheep ☐ اونٹ Camel

2.3 Other Assets (√ as many as are applicable)

☐ سائیکل Bicycle ☐ موٹر سائیکل Motorcycle ☐ کار / چھوٹی بس Car/Minibus

☐ پک اپ Pick-up ☐ ٹریکٹر Tractor ☐ تانگہ Tonga

☐ گدھا گاڑی Donkey Cart ☐ رکشہ Rickshaw

3.0 آمدن و اخراجات Income & Expenditure

3.1 Sources of income مستقل Regular غیر مستقل Irregular/Part-time/seasonal جزوقتی / موسمی

3.1.1 ☐ Sale of crops فصلوں کی فروخت

☐ آلو Potatoes

☐ سورج مکھی Sunflower

☐ گندم Wheat

☐ سبزیاں Vegetables

☐ ( ) دیگر _____ Other (specify)

3.1.2 ☐ دیہاڑی دار مزدوری Daily wage labour

3.1.3 ☐ پیس ورک Piecework

3.1.3.1 ☐ فٹبال کی سلائی Football stitching

3.1.3.2 ☐ سرجیکل Surgical goods

3.1.3.3 ☐ دستانے Gloves

3.1.3.4 ☐ دیگر _____ ( ) Other (specify)

3.1.4 ☐ کپڑوں کی سلائی Tailoring

3.1.5 ☐ سرکاری ملازمت Government service

3.1.6 ☐ ( ) _____ Private service (specify) پرائیویٹ کام (کونسا)

3.1.7 ☐ ( ) _____ Overseas job (specify) بیرون ملک ملازمت (کونسی)

3.1.8 ☐ ( ) _____ Business / Trade (specify) کاروبار (کونسا)

3.1.9 ☐ Zakat زکوٰۃ

3.1.10 ☐ ( ) _____ Other (specify) دیگر (کونسے)

3.2 بچت **Savings**

3.2.1 کیا آپ بچت کرتے ہیں Do you ever save any money

☐ Yes ☐ No

3.2.2 If you do save, how do you save? اگر بچت کرتے ہیں تو کیسے

(√ as many applicable) مندرجہ ذیل میں جتنے مناسب ہوں

☐ مویشی خرید کر Buy livestock ☐ زیورات خرید کے Buy jewelry

☐ بنک/ڈاکخانے میں Bank/PO account ☐ بچت کی سکیم Saving scheme/ committee کمیٹی

☐ گھر میں Save at home ☐ دوکاندار کے پاس Save with shopkeeper

3.3 اخراجات **Expenses**

3.3.1 ماہوار اخراجات کے متعلق **About how much do you spend every month on**

- خوراک Food Rs_____
- کپڑے Clothes Rs_____
- ایندھن Fuel Rs_____
- بچوں کی تعلیم Children's education Rs_____
- ( ) مویشیوں کا چارہ Animals (fodder etc) Rs_____
- صحت/ادویات Health/ medicines Rs_____
- آمدورفت Transport Rs_____
- تفریح Entertainment Rs_____
- کمیٹی/قسطوں کی ادائیگی Committees/ Installments Rs_____
- ( ) دیگر Other (celebrations/bereavement, gifts) Rs_____ خوشی و غمی کے موقع پر

☐ اندازاً کل اخراجات **Approximate Total Expenditure** Rs

3.4 قرض **Credit**

3.4.1 ضرورت کے وقت سرمایہ کہاں سے لیتے ہیں Where do you get money when you need it?

(√ as many as are applicable) مندرجہ ذیل میں جتنے مناسب ہوں

☐ فالتو کام کرکے Take on extra work ☐ ہمسائے سے قرض Borrow from neighbors

☐ رشتہ داروں سے قرض Borrow from relatives ☐ دکاندار Shopkeeper

☐ سود پر رقم Local moneylender ☐ ( ) ٹھیکہ دار پیشگی Contractor (*Peshgi*)

☐ کمیٹی/بچت کی سکیم Committee/ savings scheme ☐ NGO سے قرض کے پروگرام Credit programme

☐ بنک/پوسٹ آفس Bank / Post Office ☐ ( ) _____ Other (specify)

3.4.2 Do you currently owe anyone money? کیا ابھی کوئی قرض لیا ہے

☐ Yes ☐ No

3.4.3 If so, to whom اگر ہے تو کس سے

(√ as many as are applicable). مندرجہ ذیل میں جتنے مناسب ہوں

☐ ہمسایہ Neighbour ☐ سود پر رقم Local moneylender

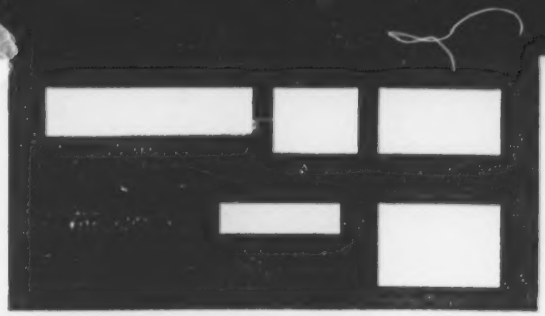
☐ دکاندار Shopkeeper ☐ ٹھیکہ دار Contractor

☐ رشتہ دار Relatives ☐ NGO کے قرض کے پروگرام سے

☐ بنک/ڈاک خانہ Bank/ Post Office ☐ قسطوں پر کچھ لیا ہے Hire purchase scheme

3.4.4 اسے واپس کیسے کریں گے How are you repaying this loan?

☐ نقد Cash ☐ ( ) _____ Labour (specify) کام کے ذریعہ



Survey of Children Working In the Sialkot Sporting Goods Industry

16 January - 25 March 1997

Part Two - CHILDREN'S WORK PROFILE & ATTITUDES TO WORK

4.0 گھر کے محنت مش بچے Working Children in Household

4.1 14 سال تک کے محنت مش بچے Details of working children under 14 years old

	Sex جنس M/F	Age عمر	School going? (√ If applicbl)	What work? کونسا کام کرتے ہیں (fb stitch/ glov/ surg/ etc)	What age started? کس عمر میں کام شروع کیا (yrs)	Where? کہاں کام کرتے ہیں (Home/ Centre/ Factory)	Work Hours per week? ہفتہ میں کام کے گھنٹے	Wages per week? اجرت فی ہفتہ	How often paid? اجرت کتنے عرصے بعد ملتی ہے (Week/ Month/ offdcon)
4.1.1									
4.1.2									
4.1.3									
4.1.4									
4.1.5									
4.1.6									
4.1.7									
4.1.8									
4.1.9									

5.0 بچوں کی محنت کی وجوہات Reasons for children working

5.1 گھر کے بچے یوں مزدوری کرتے ہیں Why are children in the household working?

(مندرجہ زیل میں جتنے مناسب ہوں تحریر کریں √ as many applicable DO NOT READ OUT) پڑھ کر نہ بتائیں

- 5.1.1 ☐ بنیادی ضروریات پوری کرنے کے لئے To pay for basic necessities
- 5.1.2 ☐ کسی خاص وجہ سے جمع کرتے ہیں جہیز To save for specific purpose e.g. dowry
- 5.1.3 ☐ ذاتی ضروریات پوری کرنے کے لئے To have some money of their own
- 5.1.4 ☐ ہنر سیکھنے کے لئے To learn a useful skill

5.2 اگر ایک یا ایت بچے کام کرتے ہوں تو سکول نہیں جاتے (کیوں نہیں) If one or more of the working children DO NOT go to school, why not?

(مندرجہ زیل میں جتنے مناسب ہو تحریر کریں √ as many as applicable DO NOT READ OUT)

- 5.2.1 ☐ سکول نہیں ہے No school available
- 5.2.2 ☐ تعلیم بہتر نہیں Poor quality education
- 5.2.3 ☐ بچے کے مستقبل کے لئے تعلیم فائدہ مند نہیں Education not useful for child's future
- 5.2.4 ☐ تعلیم مہنگی ہے۔ Cost of education

5.2.5 ☐ خاندانی ضروریات کو پورا کرنے کے لئے بچے کی آمدنی ضروری ہے Child's income is needed for family survival

5.2.6 ☐ تعلیم پر توجہ نہیں دیتا Not interested in studies

5.3 اگر بچہ کام نہیں کرتے تو آمدن کہاں سے ہوتی۔ **If the children were not doing this work, where else would that income come from?**

5.3.1 ☐ کہیں سے نہیں Nowhere

5.3.2 ☐ بچے کام تلاش کر لیں گے Children would find other work

5.3.2.1 ☐ اگر یہ تو کونسا کام کریں گے۔ **If so, what type of work could they do?**

(نمونہ) _____ (please specify which work)

5.4 اگر بچے کام نہیں کریں تو بڑے زیادہ آمدن پیدا کر سکتے ہیں If children were not working, would adults find work to compensate for the income?

5.4.1 ☐ اگر ہاں تو مہربانی کر کے بتائیں کیا _____ If Yes please say what exactly

6.0 فٹبال کی سلائی کا ماضی اور مستقبل Past and Future of Stitching

6.1 کیا گھر کے بڑے 14 سال کی عمر میں فٹ بال سیتے تھے **Among the young adults in the household did any one stitch footballs when less than 14yrs**

☐ Yes ☐ No

6.2 کیا آپ کے بچے 5 سال پہلے فٹبال سیتے تھے **Were your children stitching 5 years ago?**

☐ Yes ☐ No

6.3 اگر گھروں میں فٹ بال کی سلائی پر پابندی لگ جائے اور سنٹر بنا دیے جائیں تو کیا عورتیں کام کو جاری رکھیں گی۔ **If stitching at home was no longer allowed, but had to be confined to stitching centres, would women be able to continue?**

6.3.1 ☐ اگر ہاں تو کیسے اور کہاں _____ If Yes, how and where

6.3.2 ☐ اگر نہیں تو کیوں _____ If No, then why not

(یہ پڑھ کر مت سنائیں DO NOT READ OUT)

6.3.2.1 ☐ اجازت نہیں دیں گے Not allowed

6.3.2.2 ☐ گھر سے باہر کام نہیں کریں گے not willing to work out of home

6.3.2.3 ☐ گھر کے کام کے لئے وقت نہیں بچے گا would find no time from housework

6.4 حکومت اور دوسرے ادارے بچوں کے بہتر مستقبل کے لئے کیا کر سکتے ہیں **What could be done by the government or other agencies, which would give children opportunities for a better future?**

6.4.1 ☐ قرض فراہم کیا جائے (کیا کرنے کے لئے) _____ access to credit? (for doing what?)

6.4.2 ☐ بامقصد اور بہتر پرائمری تعلیم better quality & meaningful primary education

6.4.3 (لکھیں) ☐ 14-10 سال کے لئے پیشہ ورانہ تربیت _____ vocation trg for 10-14 yrs olds (in what?)

6.4.4 ☐ عورتوں اور مردوں کے گاؤں میں سنٹر stitching centres for men and women in the village

7.0 کام کے بارے میں بچوں کی رائے Children's Own Views about Work

7.1 کیا سکول جاتے ہو Do you go to school?

☐ Yes ☐ No

7.2 اگر ہاں تو کیا سکول جانا پسند کرتے ہو If yes, do you like going to school?

☐ Yes ☐ No

7.3 اگر نہیں تو کیا تم سکول جانا چاہو گے If no, would you like to go to school?

☐ Yes ☐ No

7.4 کیا تم اس کام کو پسند کرتے ہو۔ Do you like the work that you do?

☐ ہاں Yes ☐ زیادہ نہیں Not much ☐ بالکل نہیں Not at all

7.5 کیا تم سمجھتے ہو کہ بچے یہ کام کر سکتے ہیں Do you think children should do this work? (*Try and get answers from at least one of the children*)
اس سوال کا جواب لینے کی کوشش کریں

7.5.1 ☐ اگر نہیں تو کیوں ؟ _____ If No, why not

7.5.2 ☐ اگر ہاں تو کیوں _____ If Yes, why

7.6 اجرت کون لیتا ہے Who receives your wages?

☐ تم خود Yourself ☐ تمہارے والدین Your parents

7.7 اگر تم یہ کام چھوڑ دو تو تم اپنا وقت کیسے گزارو گے If you stopped this work, how would you spend the time you now spend working?

7.7.1 ☐ (وضاحت) کوئی دوسرا کام _____ Some other work (specify)

7.7.2 ☐ سکول جاؤ گے Go to school

7.7.3 ☐ گھر کا کام کرو گے / پڑھو گے Doing homework/ studying

7.7.4 ☐ کھیل کود Play

7.7.5 ☐ (وضاحت) دیگر _____ Other (specify)

7.8 بڑے ہو کر کیا کرنا چاہو گے۔ What do you want to be when you grow up?

_____

Checklist - Issues to explore with focus groups

1 If football stitching is restricted to stitching centres, how would it affect girls and women? What proportion of women stitch?

2 For what kinds of purposes is credit needed? Average amounts needed; could they offer security; for what duration?

3 If children leave football stitching would their elder siblings or parents take their place?

4 Are children paid less for the same work as adults do? Why?

5 What would children do if prevented from football stitching?

6 Average amount of advances from contractors

7 What are the employment prospects for educated young people?

8 If children don't work and adults do, will costs for manufacturers be higher?

9 How important is children's involvement in football stitching? In quantitative terms? In social terms?

10 Does child labour free adults for other better paying work?

11 What is the relationship between stitching and education

- Can education help kids leave football stitching? How? Why?
- Education: What are the problems faced? (eg distance; non functional schools; low quality of education imparted; lack of interest as no benefits expected; too time consuming; not relevant to needs; need to work full-time for an income)

12 What percentage of total income would an average family lose if children were prevented from football stitching?

13 What kind of work/income generation alternatives would help compensate for lost income?

14 What are priorities for any possible programme assistance. Income Generation? Education? Skills Training? Credit?

15 What is society's view about child labour?

16 NGOs: Level of recognition among the villagers; What are they doing?; What are villagers' impressions of their work?

17 What is the situation of former carpet weaving children, displaced from such work?

18 Vocational skills training: are additional vocational skills training institutions needed?; for what kinds of work?; for how many people?; Could it lead to better job opportunities - for how many people?

19 Would the prevention of child labour have different impact on people, in terms of geographical proximity to urban centres (eg Sialkot). Is that significant?

Appendix III - Analysis of organisations in the Sialkot District

The purpose of this part of the research was to assess the capacity of organisations in and around Sialkot to assist in the implementation of the programme. This section summarises the assessments made. For the programme to succeed, linkages between these organisations are essential, so that a long-lasting programme to protect children is in place when the international organisations withdraw. SCF is happy to make further information available to any partners in the Sialkot programme.

Non-Governmental Organisations

There are more than 300 registered NGOs and CBOs in Sialkot District but many of them have very limited capacity. A key element of the Sialkot programme will be to build up some of these organisations. The NGOs described below are the stronger and more active ones, and may be able to assist in the strengthening of other organisations.

Bunyad Literacy Community Council (BLCC)

Bunyad was established by Shaheen Attiq-ur-Rahman, a former Provincial Minster of Social Welfare, and focuses on non-formal primary education, mainly for girls, some of whom are carpet weavers, and women. BLCC has an extensive outreach programme with 500 teachers who focus mainly on literacy through Village Education Committees and has considerable experience to bring to the Sialkot programme. It is supported by a range of donors such as ILO, UNICEF, UNESCO, UNDP and the World Bank.

Literacy is seen as providing the chance for former child workers to seek alternative forms of income, and village-based education centres will provide rehabilitation, if necessary, for children leaving work. The community mobilisation work that will be done by Bunyad under the Sialkot programme would best serve the families of children in the football industry by assisting them to maintain their income levels through credit schemes and income generation. Bunyad is presently developing a model for this.

Currently communities are selected by District Commissioners. In Sialkot, selection will also need to make use of information about the communities which are most involved in the football industry, some of this is provided in this situation analysis. Skill straining will be most effective if it responds to the needs determined by the market, particularly the private sector in Sialkot.

Community Development Concern (CDC)

This was formed as a pressure group to encourage the government to provide services. In 1991 it joined the South Asia Partnership (Pakistan), which specialises in community mobilisation and participatory development. CDC has a revolving loan scheme which has been supported by CIDA and a women's training centre, and are planning non-formal education activities.

CDC helped with the HRCP, Raasta and SCF studies of the football industry, and have been involved in monitoring for Moltex, one of Reebok's suppliers. CDC is interested in collaborating with SCF in Sialkot.

Geophile
Registered under the Volunteer Social Welfare Act in 1994, Geophile has assisted in studies of the football industry undertaken by Raasta, the Directorate of Labour Welfare (with ILO) and SCF. It has a solid waste management programme funded by UNDP's LIFE programme and in 1996 it started a credit programme using a system of guarantors as developed by the Orangi Pilot Project (OPP) in Karachi. It is also organising a network of private schools with NGO involvement. There is a strong staff and group of volunteer activists who could be closely linked to the Sialkot programme through SCF.

NGOs Advisory Council
This is based in Sialkot and aims to work as an umbrella organisation for NGOs registered with the Social Welfare Department.

Organisation for Participatory Development (OPD)
Registered under the Companies Ordinance in 1990, OPD works in Gujranwala, an important area for football production. OPD works in credit, education and sanitation, mainly in the city, using the Orangi Pilot Project model described above. They are also strengthening home schools which feed students into model community schools. OPD is funded by the Asia Foundation, CIDA and the Dutch government, and could provide training in teaching methodology and in motivating students, parents and teachers, and in credit and savings programmes.

Orangi Pilot Project
Orangi Pilot Project, based in Karachi, has developed an impressive reputation for a variety of programmes including micro-finance, and it is possible that they will support the Sialkot programme in an advisory capacity.

Refaey Committee, Roras
This was established in 1971 as a village welfare committee to raise money for village development and to obtain government services. It now has strong links with the South Asia Partnership (Pakistan) and Aurat Foundation developing projects on women's awareness, health and skills training. A women's skills centre has been established and Mr Arshad Mirza of Roras helps with the monitoring of Moltex.

Society for the Advancement of Education (SAHE)
SAHE, based in Lahore, is working with Reebok and their suppliers, Moltex, to establish a middle school for 10 to 14 year olds with academic and vocational training in Sialkot District. This provides an example of how the industry and NGOs can work together for social development. SAHE is supported by UNICEF, UNIFEM, CIDA and the Dutch government. Since 1996 their main emphases have been on training in community participation in education, gender issues in education, teaching methodologies and non formal education. SAHE could make a valuable contribution to the Sialkot programme.

Sudhaar
Working with children in Kasur from 40 tanneries and the carpet industry since 1994, Sudhaar provides non-formal education and works closely with the private sector through the Tannery Association to discourage children under 10 from working. It also promotes occupation health and improved working conditions in tanneries and runs a modes OPP-style credit programme. In the future Sudhaar wants to extend its education model to improve government and municipal schools. Sudhaar helped with both the Department of Labour Welfare and SCF studies of the football industry. It is unlikely that Sudhaar will be able to extend its operations to Sialkot, but they will provide advisory support to the SCF programme in Sialkot. Present donors include: Church World Service, CIDA, ILO-IPEC and Radda Barnen.

TASK (Teaching Applied to Studies and Kreativity) Lahore.
They have provided training to 600 home school teachers funded by the Provincial Social Action Programme. They are now developing a way of supervising and making the schools sustainable and may help with non formal education in Sialkot.

Other NGOs involved in education with links to SCF are the Ali Institute in Lahore which is establishing teachers resource centres (including one in Sialkot), Khoj, based in Lahore and the Teachers Resource Centre who provide technical support in teacher training and curriculum development.

Private Sector

Sialkot Chamber of Commerce and Industry

SCCI represents a broad group of sports manufacturers, as well as other industrialists, the largest seven of whom formed the Steering Committee of Child Labour. This now includes 22 manufacturers to date. The Committee has sought ways for the industry to approach the child labour issue and has developed an awareness of the need for the corporate sector to become involved in significant social development in Sialkot for the first time. It will be important for the Chamber to continue to build a critical mass of private sector support, in particular from the smaller manufacturers for the voluntary programme, if child labour is to be eradicated from the football industry. The smaller manufacturers will not be able to build large stitching centres so a flexible community based model for production will suit a larger part of the industry and will help to generate a broader commitment to the programme.

The vision for the role of the private sector has been provided by key members of the Committee but none of the companies involved has any experience of social development or monitoring issues. If the SCCI is to contribute strongly to the programme, development of social and human rights capacity within the companies will b e needed so that a full appreciation of the issues and an adequate response can be developed. Many of the companies are of the opinion that child labour concerns have been imposed from outside and will be solved by outsiders. It is thus important for the Sialkot programme to ensure that there is a strong sense of ownership of the initiative in the private sector in Sialkot. This is presently not the case.

Skills Development Council

SDC is an autonomous employer-led organisation which provides relatively high level vocational training for mature people who are generally already in employment. They provide a valuable vision of how the private sector can stimulate the creation of human resources but the type of training they provide would need considerable adaptation to be applicable to the needs of young unemployed people in Sialkot.

The International Business Community

The links between the Sialkot Chamber of Commerce and Industry and their international private sector partners will be very influential in building the commitment to the programme among the manufacturers. The WFSGI, including the Sporting Goods Manufacturers Association of America has provided leadership in building the vision for the programme, outlined in the Atlanta Agreement between the industry, ILO and UNICEF. Some of the main international brand names have also been proactive in tackling the issue.

Government of Pakistan

The programme in Sialkot will be developed in close liaison with the Ministry of Education, the Ministry of Social Welfare and the Ministry Labour.

Pakistan Bait-ul-Mal

Pakistan Bait-ul-Mal was created by government statute with a charter to assist needy widows, orphans and disabled and chronically sick people, by providing assistance for education, shelter and rehabilitation.

Child labourers are rehabilitated through schools, one of which has been established in Sialkot. Accelerated education is provided to allow children to catch up on the education they have missed. Most of the children in the Sialkot school are from more exploitative industries than football stitching - of the 60 students, only two were former football stitchers. The students stay at the school until their primary education is completed. Feeding children back into mainstream schools once they have caught up would enable more children to benefit from the school.

Appendix IV - **Selected studies of child labour in Pakistan**

Human Rights Commission of Pakistan (HRCP), **Child Labour in Pakistan, (Sialkot and Kasur),** HRCP Rights of the Child series, 9, HRCP, Lahore

An eleven member team conducted on site investigations and interviews of key actors in Sialkot football industry. The team visited factories, workshops, sheds and homes in villages. Key informants included contractors, adult workers, working children, parents and teachers. The exact numbers of people interviewed are not given. The report suggests that children are working because of economic necessity. Nevertheless, parents reckoned that economic survival of the family did not depend on children's earnings. The majority of working children are from families with over 5 children.

Raasta Development Consultants, 1996, **An Assessment of the working Child in the Soccer Ball Industry, Sialkot,** June 1996, Raasta, Karachi

The team interviewed 256 families and 360 children aged between 5 and 17 years from 84 villages in Sialkot District over an eight-day period in December 1995. The report does not provide precise numbers of working children under 14. The report concludes that there are no children working in manufacturing units - they are working in village-based stitching centres. The majority are from poor families and most are working to help their families meet their basic needs. Among working children 33 per cent of boys and 15 per cent of girls attend school, and 19 per cent of boys and 36 per cent of girls have had no education. 77 per cent parents would send children to school if income were not an issue. Children's working hours vary from 3 to 8 hours depending on the child's age. In this study children were defined as under 18.

ILO, 1996, **Child Labour in the Football Manufacturing Industry. Report of a research survey by the Dept. Of Labour Welfare, Punjab in collaboration with IPEC,** ILO, Islamabad

Interviews were conducted with 270 children (5 to 14), 17 adult workers, 12 employers, 11 heads of family and only one woman in July-August, 1996. The research was conducted in two tehsils of Sialkot district (Pasrur and Sialkot). 94 per cent of girls stitchers and 89 per cent of boys stitchers are aged between 10 to 14. 87 per cent of them are literate and 57 per cent are still attending school. The report states that there is no significant difference in the standard of living of stitching and non-stitching families and that the standard of living of stitcher families may in some cases be better. The report recommends improving the quality of and facilities for education, vocational and technical education at tehsil level, and the provision of credit for small business and agriculture.

Farwa Zafar, April 1996, **Study on Child Labour in Sialkot,** SCF-US, Islamabad

The report is based on an analysis of current initiatives being undertaken by the Government of Pakistan, and field visits to Lahore and Sialkot. The report suggests that the majority of working children are from families with more than five children. Most of them have not gone to school. The report concludes that child labour in longer run perpetuates poverty, displaces adult labour and has a negative impact on children's mental and physical well being. The report recommends addressing child labour problems in Sialkot by developing participatory education interventions.

Mahmmod, M. and Baig, A., 1994, **Why Children do not go to School in Pakistan, Some estimates and theoretical Framework,** PIDE, Islamabad

The report explores the link between education and labour by using economic models. The report concludes (broadly) that poverty is not a useful explanation for child labour, as there are number of quite complex factors to do with employment patterns and sectoral replication that give rise to and perpetuate child labour. The report further suggests that child labour has a detrimental effect on women's labour opportunities.

Hamid, S., 1994, **A Micro Analysis of Urban Child Labour: Some determinants of labour and its conditions,** PIDE, Islamabad

The report does not focus on any particular kind of work; rather it defines a 'working child' as any child between the ages of 5-14 years who does not attend school. It estimates that there are as many as 19 million such children in Pakistan. The report suggests that the higher the household income, the better the occupation of the household head, and the higher the education level of the household head, the less likely children are to work. The report concludes that a comprehensive policy package is needed which will simultaneously increase employment and earning opportunities for adults, encourage child schooling, particularly at the primary level, and provide economic incentives to ensure that adults are able to compensate for income lost through taking children out of work.

Appendix V - Partners' Agreement to Eliminate Child Labour in the Soccer Ball Industry in Pakistan

WHEREAS, the communities surrounding Sialkot, Pakistan are the center of the global market for soccer balls, producing over half of the world's hand-stitched balls each year for export to customers around the world;

WHEREAS, the International Labour Organization's (ILO) Minimum Age Convention (No. 138), 1973, provides that no one under the age of 15 years shall be admitted to employment or work in any occupation but permits a ratifying Member State whose economy and educational facilities are insufficiently developed, after consultation with employers and workers concerned, to initially specify a minimum age of 14 years;

WHEREAS, Pakistan has ratified the ILO Minimum Age (Industry) (Revised) Convention, 1937 (No. 59);

WHEREAS, for purposes of this Agreement, "Child Labour" shall be deemed to be present in Pakistan whenever children under age 14 are working in conditions that interfere with schooling, or that are hazardous or otherwise injurious to their physical, mental, social or moral well-being;

WHEREAS, the International Labour Organization set up the International Program on the Elimination of Child Labour (IPEC) to assist all elements of society, including government, industry and labour to work together to develop programs and strategies to end child labour and to that end a Memorandum of Understanding between the Government of Pakistan and the International Labour Office was signed on 21 June 1994 and extended on 21 August 1996;

WHEREAS, the United National Children's Fund ("UNICEF") has been operating in Pakistan pursuant to the current Basic Cooperation Agreement between the Government and UNICEF, entered into force on 24th November 1995 and the Master Plan of Operations 1996-98, in order to secure and promote the rights of children as identified and articulated in the Convention on the Rights of the Child, ratified by the Government of Pakistan in November 1990;

WHEREAS, the Sialkot Chamber of Commerce and Industry (SCCI), the All Pakistan Sporting Goods Association and other interested business organizations located in the Sialkot District, Punjab Province, have created a Steering Committee on Child Labour (SCCL), to coordinate the efforts of the business community in Sialkot to contribute to end Child Labour in Pakistan by supporting the efforts of its members and their customers to eliminate Child Labour from the manufacture or assembly of soccer balls, and other products for which Sialkot is internationally known;

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NOW THEREFORE, this agreement is entered into as of February 14, 1997, by and among the International Labour Office (ILO) represented by IPEC, UNICEF and SCCI, (collectively, the "Partners") for the creation of a Project to Eliminate Child Labour in the Soccer Ball Industry in Pakistan (the "Project"):

I. Goals of the Project

A. Elimination of Child Labour in Soccer Ball Production. The primary goal of the Project is (i) to assist manufacturers seeking to prevent Child Labour in the manufacture or assembly of soccer balls in Sialkot District and its environs; (ii) to identify and remove children from conditions of Child Labour in the manufacture or assembly of soccer balls and provide them with educational and other opportunities, and (iii) to facilitate changes in community and family attitudes to Child Labour, including in the soccer industry. The Partners acknowledge that the success of the Project depends on integrating the implementation of these elements and receiving the support of other institutions operating in the region, most particularly the Government of Pakistan. The target timetable for realizing this goal has been set by the Partners at 18 months.

B. Elimination of Child Labour in Other Local Industries. The Partners recognize that efforts to eliminate Child Labour in the soccer ball industry in Pakistan can best succeed if they are complemented by similar efforts in other local industries and by the creation of meaningful new opportunities for children in this district. It is the hope of the Partners that the development of the Project shall encourage other sectors of the business community in Sialkot, the Government of Pakistan and other important institutions in Pakistan to explore how they might do more to contribute to the end of Child Labour.

II. Elements of the Project

The Project shall consist of two basic program elements (collectively, the "Programs"):

A. Prevention and Monitoring Program. Manufacturers engaged in the production and assembly of soccer balls shall be invited to join a voluntary program of prevention and monitoring (the "Prevention and Monitoring Program").

1. Registration of Contractors, Stitchers and Stitching Facilities. By joining the program, participating manufacturers shall publicly commit to a series of actions designed to prevent the practice of stitching by children under 14 years within 18 months, by requiring the formal registration of (i) all contractors responsible for overseeing stitching on behalf of the manufacturers, (ii) all stitching locations such that they are clearly identifiable and open to unannounced inspection and (iii) all stitchers, including documentation verifying that they are over 14 years.

2. Establishment of Internal Monitoring Systems. Each participating manufacturer agrees to establish an internal monitoring department to verify that it is in compliance with the Program and to designate a senior manager with responsibility for this function. Each participating manufacturer agrees that its monitoring department shall provide training to employees to enable

BEST COPY AVAILABLE

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II Elements of the Project

The Project shall consist of two basic program elements (collectively, the "Programs").

A. Prevention and Monitoring Program. Manufacturers engaged in the production and assembly of soccer balls shall be invited to join a voluntary program of prevention and monitoring (the "Prevention and Monitoring Program").

1. Registration of Contractors, Stitchers and Stitching Facilities. By joining the program, participating manufacturers shall publicly commit to a series of actions designed to prevent the practice of stitching by children under 14 years within 18 months, by requiring the formal registration of (i) all contractors responsible for overseeing stitching on behalf of the manufacturers, (ii) all stitching locations such that they are clearly identifiable and open to unannounced inspection and (iii) all stitchers, including documentation verifying that they are over 14 years.

2. Establishment of Internal Monitoring Systems. Each participating manufacturer agrees to establish an internal monitoring department to verify that it is in compliance with the Program and to designate a senior manager with responsibility for this function. Each participating manufacturer agrees that its monitoring department shall provide training to employees to enable

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them to monitor the ages of stitchers and to prepare periodic reports on its monitoring efforts.

3. Agreement to Independent Monitoring. Participating manufacturers also agree to have their compliance with the Program verified by an independent third party (the "Independent Monitoring Body") who shall provide periodic reports to the Coordinating Committee and to the World Federation of Sporting Goods Industry (for dissemination to their customers and consumers in Europe, the Americas and Asia). These reports shall be made public.

4. Coordination with Social Protection Program. Participating manufacturers commit to work closely with the ILO and other organizations involved in the Project to integrate their efforts to remove children from conditions of Child Labour with the effort to provide such children with educational and other opportunities. These other efforts are described more fully in the description of the Social Protection Program in the following section.

B Social Protection Program. The Partners recognize that a comprehensive program must be developed (the "Social Protection Program") to ensure that the elimination of Child Labour does not create new and potentially more serious dangers to the affected children or their families. This Program shall have the following elements:

1. Protection of Children Removed from Child Labour by Providing Educational and Other Opportunities. The Partners acknowledge that it is essential to identify children at risk of Child Labour in the manufacture or assembly of soccer balls and provide them with appropriate education and facilities. Some combination of the following initiatives shall be developed to address the needs of these children:

(i) Rehabilitation. A rehabilitation initiative shall target children under 14 removed from the soccer ball industry to support their placement into appropriate education programs.

(ii) Education. An educational initiative shall also seek to discourage children at risk of becoming engaged in Child Labour from abandoning the educational system by upgrading the relevance and value of educational opportunities currently available to them.

(iii) In-kind Assistance. An assistance initiative shall seek to provide appropriate in-kind forms of support to facilitate the participation of children in educational programs.

The Partners agree that the development and implementation of these initiatives shall require the close cooperation of industry to ensure that children engaged in Child Labour are properly identified and that they promptly receive the education opportunities.

2. Changing Community Attitudes toward Child Labour in the Soccer Industry. The Partners also acknowledge that sustaining the elimination of

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Child Labour shall require more fundamental changes in community attitudes and family approaches toward work. They agree that some combination of the following initiatives shall be developed to facilitate this change:

(i). Awareness Raising. An awareness-raising initiative shall target communities in Sialkot which serve as important sources of child workers and educate local community leaders (including members of the business community), religious leaders, parents and children of the importance of education for all children and the serious health and developmental consequences of sending children to work instead of school.

(ii). Income Generation. An income generation initiative shall offer families the opportunity to replace the income lost when children have been removed from the soccer ball industry by means that do not require Child Labour. Such opportunities shall include, but not be limited to, replacing stitchers under age 14 with qualified members of their families who are older than 14 years.

III. Administration of the Project

A. Coordinating Committee. The Partners agree to establish a Coordinating Committee to administer implementation of the Project.

1. Membership on the Coordinating Committee. The Coordinating Committee shall consist of an authorized representative of each of the Partners as well as other members that the Committee may decide to invite. Each Partner shall designate one individual to serve as its representative on the Coordinating Committee. The Partners have invited Save the Children Fund (UK) ("SCF"), an independent international non-governmental organization, to serve as a member of the Coordinating Committee, in recognition of SCF's significant experience working to advance the interests of children in Pakistan.

2. General Responsibilities. General responsibilities of the Coordinating Committee shall include:

(i) facilitating communication among the Partners to ensure that all elements of the Project are proceeding in an orderly and efficient manner;

(ii) promoting cooperation among the Partners in providing technical and other resources to assist in the development or implementation of the Project;

(iii) identifying individuals and organizations qualified to implement the various elements of the Project and delegating responsibility for implementation to them;

(iv) assuring the proper integration of efforts to prevent Child Labour with efforts to provide meaningful educational opportunities to affected children and alternative income generation opportunities to their families;

(v) making public on a regular basis, status reports on the Project and on its success;

(vi) encouraging foreign companies, in particular members of the World Federation of the Sporting Goods Industry and the Soccer Industry Council of America, to support this Project; and

(vii) encouraging manufacturers in other business sectors operating in Sialkot to join in efforts to eliminate Child Labour.

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3. Approval of Social Protection Program plan. The Coordinating Committee shall approve a plan that articulates the programmatic priorities for the Social Protection Program and proposes non-governmental organizations to implement them within a time frame that is consistent with the Prevention and Monitoring Program. The Coordinating Committee shall be responsible for overseeing the implementation of the Social Protection Program plan, including approving the disbursement of funds.

4. Approval of Terms of Reference. The Coordinating Committee shall review and approve the Terms of Reference for the Prevention and Monitoring Program; provided, however, that the members of the Coordinating Committee other than SCCI may delay the implementation of the Program if they agree that this is necessary to protect the best interests of the children who are the intended beneficiaries of the Social Protection Program. The rationale for any such determination shall be made public.

5. Approval of Independent Monitoring Body. The Coordinating Committee shall select an internationally credible Independent Monitoring Body to verify the compliance of participating manufacturers with the Terms of Reference of the Prevention and Monitoring Program. The Coordinating Committee shall be responsible for overseeing the implementation of the Prevention and Monitoring Program, to include overseeing the performance of the Independent Monitoring Body, facilitating the distribution of its public reports and approving the disbursement of Project funds for its work.

6. Management and Decision Making. The Chairpersonship of the Coordinating Committee shall rotate among the Partners every six months, with the ILO representative serving as the Chair for the first six months and the order of subsequent chairs determined by lot. Except as otherwise provided for in Section III.A.4. above, the Coordinating Committee shall decide all matters by consensus.

B. Specific Responsibilities of ILO

1. Determination of Programs and Implementing Agents. In consultation with the Coordinating Committee, ILO shall be responsible for proposing for approval by the Coordinating Committee a plan that articulates the programmatic priorities for the Social Protection Program and proposes non-governmental organizations to implement them within a time frame that is consistent with the Prevention and Monitoring Program. This plan shall be presented for approval by the Coordinating Committee within two months following the execution of this agreement.

2. Enlisting the Participation of the Government of Pakistan. The Partners acknowledge that the basic education of the children of Pakistan is ultimately the responsibility of the Government of Pakistan. Attempts to eliminate Child Labour shall only succeed in Sialkot if the Government makes a sustained commitment to increase the resources available to educate children. ILO shall make every effort to secure additional resources from the Government of Pakistan to improve educational opportunities for all children in Sialkot and to assist in the implementation of the Social Protection Program.

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3. Financial and Technical Support. ILO agrees to make available over the next 24 months no less than US$500,000 in IPEC programmatic funds contributed by the Government of the United States of America to support the Social Protection Program element of the Project and to provide technical advice and support for the establishment and implementation of the Prevention and Monitoring Program. In addition, ILO shall make available appropriate technical resources, staff assistance and expertise to support the Project and to facilitate the operations of the Coordinating Committee.

C. Specific Responsibilities of SCCI.

1. International Support for the Project. SCCI agrees to work with the World Federation of the Sporting Goods Industry (WFSGI), whose members represent over 12,000 sporting goods manufacturers, distributors and retailers around the world, and the Soccer Industry of America (SICA), the trade association that represents the U.S. soccer industry, to determine how their members can demonstrate their support for the Project and encourage Pakistani manufacturers of soccer balls to participate.

2. Development of the Terms of Reference. SCCI agrees to work with the members of the Coordinating Committee to propose a definitive version of the Terms of Reference for the Prevention and Monitoring Program, which shall be made available to the public

3. Selection of the Independent Monitoring Body. SCCI agrees to work with the members of the Coordinating Committee to identify and propose an internationally credible Independent Monitoring Body for approval by the Coordinating Committee.

4. Financial and Technical Support. SCCI has indicated that all costs associated with the development and implementation of the Prevention and Monitoring Program, including the costs associated with constructing new stitching facilities, establishing internal monitoring departments within participating manufacturers and complying with the terms of reference for the Program shall be borne by the companies participating in the program. In addition, SCCI has agreed that participating companies shall contribute funds to finance verification of their compliance by the Independent Monitoring Body. This amount is expected to total no less than US$250,000 over the next 24 months.

5. Contribution of SICA. SCCI has informed the Partners that the Soccer Industry Council of America, the trade association that represents the U.S. soccer industry, has agreed to contribute US$100,000 over the next 24 months on behalf of SCCI to support elements of the Social Protection Program approved by the Coordinating Committee.

D. Specific Responsibilities of UNICEF.

1. Awareneess Campaign on Child Labour. In consultation with the Coordinating Committee, UNICEF will be develop an awareness campaign to educate parents, employers, community members and children in Sialkot on

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ways to protect against the exploitative and hazardous conditions associated with Child Labour. At the national and provincial levels, UNICEF will advocate with parliamentarians and policy makers to revise laws, improve enforcement and monitor violation of rights of children at risk of Child Labour.

2. Determination of Programs and Implementing Agents. In consultation with the Coordinating Committee, UNICEF shall present a plan in collaboration with ILO for approval by the Coordinating Committee which articulates the programmatic priorities for the Social Protection Program and proposes non-governmental organizations to implement them within a time frame that is consistent with the Prevention and Monitoring Program and other elements of the Project. This plan shall be presented for approval by the Coordinating Committee within two months following the execution of this agreement.

3. Enlisting Participation of the Government of Pakistan. The Partners acknowledge that the basic education of children of Pakistan is ultimately the responsibility of Pakistan. Attempts to eliminate Child Labour shall best succeed in Sialkot if the Government makes a sustained commitment to increase the resources available to educate children. UNICEF will work with ILO and other members of the Coordinating Committee to improve educational opportunities for all children in Sialkot and to assist in the implementation of the Social Protection Program.

4. Financial and Technical Support. UNICEF agrees to make available over the next 24 months no less than US$200,000 for the Project. UNICEF shall make available appropriate technical resource, staff assistance and expertise to support the Project and to facilitate the operations of the Coordinating Committee.

E. Other Provisions

1. Respect for Logos, Trademarks, etc. Nothing in this agreement shall be construed to permit any member of the Coordinating Committee to use or permit to use the logos, trademarks or service marks of any other Coordinating Committee member or of WFSGI, of SICA, or of any WFSGI or SICA member or affiliate, without obtaining the express consent of the organization owning the rights to the logo or mark. In addition, SCCI shall be responsible to ensure that the logos, trademarks or service marks of any of the members of the Coordinating Committee are not used by WFSGI, by SICA or by any WFSGI or SICA member without the express consent of the organization owning the rights to the logo or the mark.

2. Resolution of Disputes. The Partners shall make every effort to resolve amicably by direct informal negotiations any disagreement or dispute which may concern the commitments they make as part of this Agreement. Where any such agreement or dispute cannot be resolved by mutual agreement, it shall be settled by arbitration in accordance with UNCITRAL Arbitration Rules as at present in force. In no event, however, shall this mechanism be employed to resolve disagreements or disputes between members of the Coordinating Committee when making decisions about the design or implementation of the Project.

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ways to protect against the exploitative and hazardous conditions associated with Child Labour. At the national and provincial levels, UNICEF will advocate with parliamentarians and policy makers to revise laws, improve enforcement and monitor violation of rights of children at risk of Child Labour.

2. Determination of Programs and Implementing Agents. In consultation with the Coordinating Committee, UNICEF shall present a plan in collaboration with ILO for approval by the Coordinating Committee which articulates the programmatic priorities for the Social Protection Program and proposes non-governmental organizations to implement them within a time frame that is consistent with the Prevention and Monitoring Program and other elements of the Project. This plan shall be presented for approval by the Coordinating Committee within two months following the execution of this agreement.

IN WITNESS WHEREOF, the Partners to this Agreement do hereby signify their agreement as of 14th day of February, 1997.

For and on behalf of the International Labour Organization

By /s/ Kari Tapiola
Kari Tapiola
Deputy Director General

For and on behalf of United Nations's Children Fund -- UNICEF

By /s/ Stephen H. Umemoto
Stephen Umemoto
UNICEF Representative for Pakistan

For and on behalf of the Sialkot (Pakistan) Chamber of Commerce and Industry

By /s/ Kurshid Soofi
Kurshid Soofi
Chairman, Steering Committee on Child Labour

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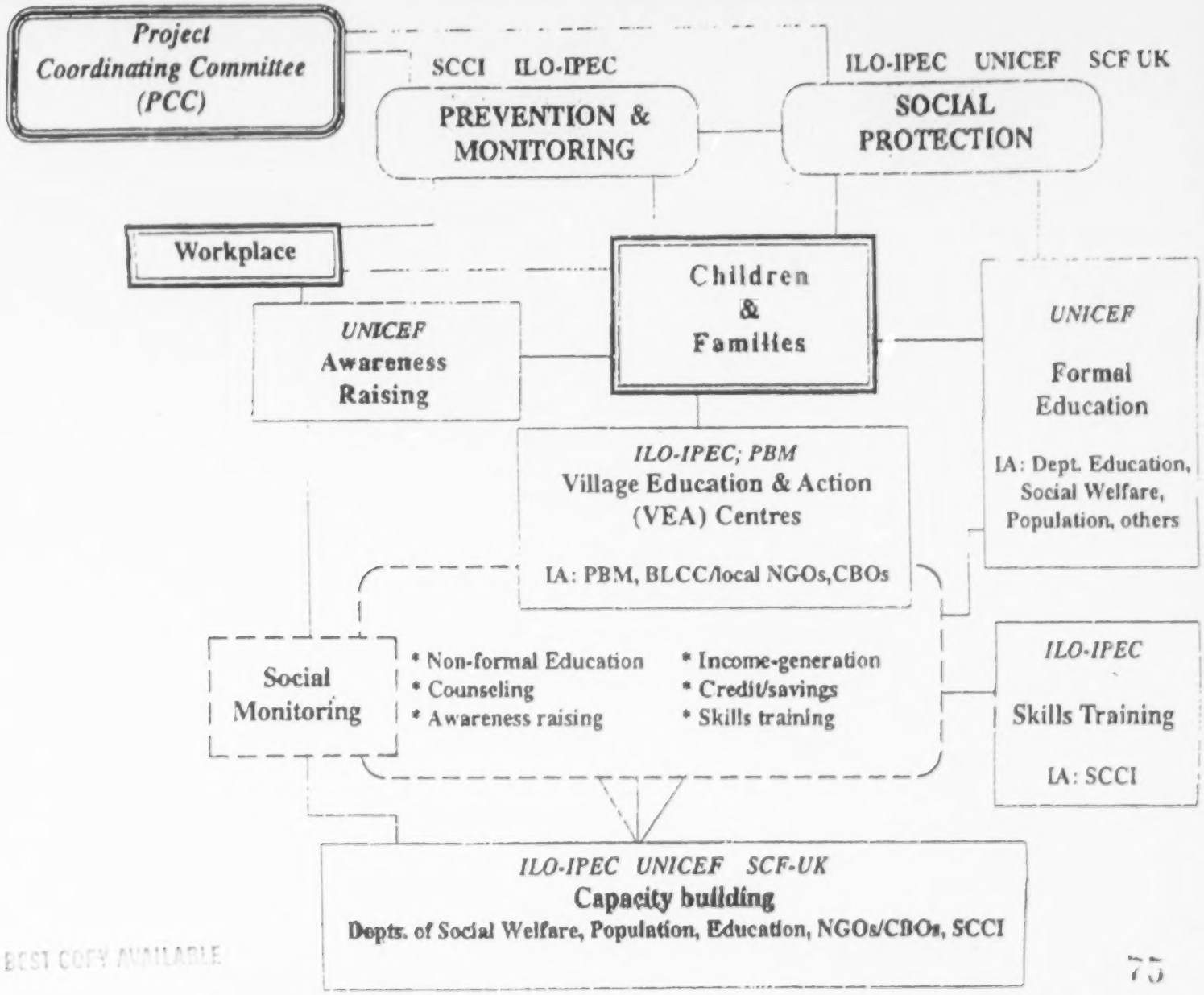

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Appendix VI - Partners' Operational Framework (Draft)

Project to Eliminate Child Labour in Soccer Ball Industry, Sialkot, Pakistan

(1 June 1997 - 31 January 1999)

1. Background

On 14 February 1997, a Partners' Agreement to eliminate child labour in the soccer ball industry was signed by the Sialkot Chamber of Commerce and Industry (SCCI), the International Labour Organisation (ILO) and UNICEF, in Atlanta, Georgia (USA). The Convention of the Rights of the Child (CRC) provides major justification for the project. The project's implementation will consistently be based on the best interests of the Child as specified in Article 3 of the CRC. Article 32 specifies that "State Parties recognize the right of the child to be protected from economic exploitation and from performing any work that is hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development." Project implementation will also take into account relevant international labour standards of the ILO related to child labour.

Operational definition of target group children

The project will address child labour under the age of 14,

- who are working in soccer ball stitching and assembly,
- who are not enrolled in primary education, or who are drop-outs,
- working long hours,
- whose work interferes with their education and is detrimental to their physical, social or moral well-being and development.

2. Objectives

The immediate objectives of the Project are:

1 to prevent and progressively eliminate child labour in the manufacture or assembly of soccer balls in Sialkot district and its environs;

2 to identify and remove children under the age of 14 in the manufacture or assembly of soccer balls and provide them with educational and other opportunities; and

3 to facilitate changes in community and family attitudes to child labour, including in the soccer industry.

The long term goal is to encourage the Government of Pakistan, the business community in Sialkot and other institutions to explore effective ways to eliminate child labour.

3. Elements of the project

A. Prevention and Monitoring Programme

1. Manufacturers engaged in the production and assembly of soccer balls will be invited to join a voluntary programme of prevention and monitoring.

2. The immediate objective of the Prevention and Monitoring Programme is to identify and phase out child labour under the age of 14 in the production and assembly of soccer balls and incorporate them under the Social Protection Programme.

3. Under the general supervision of the PCC, the Prevention and Monitoring programme will be implemented by ILO, SCCI and manufacturers participating in the programme, according to the provisions of Annex 1, "Proposal for a Monitoring System in the Soccer Ball Industry in Sialkot, Pakistan". This programme will consist of internal and an external monitoring systems.

4. Internal monitoring will be carried out by manufacturers, each of whom will appoint a senior manager for this task. The purpose of this monitoring is to identify children under the age of 14 involved in the production and assembly of soccer balls. The internal monitoring will also provide information on the sub-contractors, stitching locations and stitchers, the data of which will be verified by the external monitoring. The internal monitoring will be carried out on a regular basis.

5. Under the internal monitoring system, SCCI foresees the setting up of stitching units which have to be completed within the following time frame:

- After 6 months of joining the programme, the locations should represent no less than 25 per cent of the yearly target production;
- Within 6 months all registered stitchers under the age of 14 years will have to be withdrawn and placed in appropriate social protection programmes. A qualified family member may be offered to take their place;
- After 12 months of joining the programme, the units should represent no less than 50 per cent of the yearly target production;
- after 18 months of joining the programme, the units should represent no less than 100 per cent of the yearly target production.

6. External monitoring will be carried out by ILO on a regular basis. It will verify the reliability of data retrieved by the internal monitoring. It will interview the management, sub-contractors and stitchers. External monitors will supervise the phase out of child workers and will monitor the necessary arrangements by the manufacturers to refer child workers under the age of 14 to the Social Protection Programme. In addition, it will follow up the status of those placed in the Social Protection Programme to ensure that they continue to participate in the programme.

7. SCCI, with the technical support of the ILO, will inform its members of progress achieved in the internal and external monitoring including the placement of child labour under the Social Protection Programme. In addition, it will raise awareness among its members about their role and responsibilities in the prevention of child labour. A team of external monitors with a team leader will be established by ILO, and it will report to the ILO Expert on monitoring. The information will be reported to the PCC.

B. Social Protection Programme

1. The Social Protection Programme consists of prevention, rehabilitation and awareness raising. In addition, it will involve the social monitoring process to be carried out by project personnel, relevant government departments, teachers, and social workers at the community level. The sustainability of these initiatives could be ensured as they increasingly become the responsibility of provincial and local authorities.

The immediate objectives of the social protection component of the programme are:

- to prevent children under the age of 14 from entering work in the football industry and to ensure best possible options for those identified by the monitoring programme;
- to create awareness among children, parents, employers and communities about child labour practices and rights of the child;
- to strengthen the capacity of governmental and non governmental organisations for prevention and progressive elimination of child labour.

Priority target groups

1. The Social Protection Programme will focus particularly, but not exclusively, on those children and their families affected by the Prevention and Monitoring programme.

2. As a preventive measure, it will also focus on younger siblings of the target group working children.

3. All children in the area whose normal development is at risk due to child labour practices.

Brief overview of programmes to be implemented under ILO-IPEC

ILO-IPEC will allocate its resources for the prevention of child labour and rehabilitation of children withdrawn from the soccer industry, particularly in locations where the Prevention and Monitoring Programme will be carried out. Based on the available budget, the maximum number of children who could benefit from the programmes will be 7,000 to 10,000. In addition, some 2,000 adults, particularly women, will benefit from this programme.

ILO-IPEC will apply a family approach, assisting the families and their communities to build a social safety net for their children. Three major activities will be carried out:

- setting up of Village Education and Action (VEA) Centres,
- conducting skills training for older children (12-14 years old),
- building capacity of key institutions.

IPEC will appoint a project coordinator, responsible for implementing the Social Protection Programme. He/she will be based in Sialkot.

Prevention and rehabilitation
(Implementing agencies: Pakistan Bait-ul-Mal; Bunyad Literacy Community Council)

ILO-IPEC and Pakistan Bait-ul-Mal (PBM) will support the prevention and rehabilitation component of the project, under which PBM and Bunyad Literacy Community Council (BLCC) will set up Village Education and Action (VEA) Centres in collaboration with NGOs and community based organisations in Sialkot.

Pakistan Bait-ul-Mal (PBM) and ILO-IPEC will share the cost of each VEA Centre. PBM will designate a staff member in Sialkot to coordinate PBM's input to the programme.

The VEA Centres will play a central role in the rehabilitation as well as prevention of child labour, by organizing the following activities for children and their families:

- provide non-formal education, including health services, counselling, pre-vocational education and skill training to children phased out from the soccer industry;
- facilitate the enrollment of younger siblings in primary education;
- facilitate the setting up of Family Education & Action Committees (mothers) and Village Education & Action Committees (fathers), to allow them to play an active role in the programme;
- set up income generating activities such as credit and revolving funds as well as other in-kind support.
- conduct awareness raising among communities, families, and children about child labour; (establish linkages with UNICEF);
- wherever possible, child workers under the age of 12 will be mainstreamed into the formal education system. (establish linkages with UNICEF);

Skills training for older children
(Implementing Agency: Sialkot Chamber of Commerce and Industry)

The non formal education programme will contain some practical skills training. A local job market assessment will be undertaken in the district to determine skillful jobs in the manufacturing of soccer balls which will be available for children above the age of 14. Skills training in soccer ball manufacturing, such as lamination of synthetic leather, cutting, printing, stitching, etc. will be provided in the workshops in close cooperation with voluntary manufacturing partners. This will be carried out under the aegis of SCCI in close collaboration with the manufacturers in Sialkot.

Capacity building

IPEC will provide support to SCCI with a view to strengthening its capacity to effectively link the Prevention and Monitoring Programme with the Social Protection Programme. IPEC will also assist SCCI to mobilise its members to participate in the Social Protection Programme and to liaise with other partners.

To enlist support from the government, IPEC will strengthen the capacity at district level of the Departments of Labour, Social Welfare and Population through discussions, seminars and information dissemination, in order to inform them about the programme and to explore collaboration.

Brief overview of programmes to be implemented under UNICEF

(Implementing Agencies: Departments of Education, Social Welfare, Population, and others)

As a donor and partner under the Partners' Agreement, UNICEF will contribute to the elimination of child labour through awareness campaigns to promote children's rights and support to Universal Primary Education and elementary education. UNICEF will emphasise the children's fundamental rights to protection and participation.

1. The awareness campaign will target parents, employers, children and the community at large on the exploitative and hazardous nature of child labour. It will have the following components:

- Advocacy, with selected members of the civil society, aimed at preventing and eliminating child labour from the target areas;
- Social mobilisation, with relevant members of the civil society who will become partners in creating awareness on child labour and child rights issue and supporting advocacy efforts;
- Programme communication, with families of working children, employers and adults in contact with the working children, to raise awareness and change attitude towards child labour;
- Training/orientation of government officials, NGOs/CBOs, religious leaders on issues of child rights, particularly child labour, and to enhance their capacity as social monitors of children's rights.

2. The Education Component will provide schooling opportunities for those children who have never been to school or who have dropped out. It will also improve the quality of education in existing schools. The strategic interventions will include:

- community empowerment of CBOs and School Management Committees (SMCs), involvement of parents;
- capacity building through training of teachers, school monitoring teams, sub-district managers;
- improved service delivery by strengthening existing government primary schools for boys and girls;
- monitoring of class-room achievements, increased enrollment, retention, and teachers' attendance.

UNICEF supports both components of the project, however, it will be operationally involved in the social protection component and not operationally involved in undertaking monitoring.

Brief overview of programmes to be implemented under Save the Children Fund - UK

(Implementing Agencies: Community Development Concern, Geo-phile, Roros, others)

With the aim of ensuring that children do not suffer as a result of being removed from work in the soccer balls industry, Save the Children UK (SCF UK) will establish a field based programme. Based on the information gained through its situation analysis, It will strengthen NGOs to mobilise groups in villages. Enhanced capacity at the village level will encourage children and their families involved in the soccer ball industry to seek alternatives. An important objective of the SCF UK programme will be to protect women's income, which may be reduced as a result of soccer ball stitching being moved to registered units outside the home.

These objectives will be achieved through:

- formation of women's groups;
- provision of credit and savings to the children's families;
- encouraging manufacturers to establish stitching units solely for women;
- facilitating community participation in the school management committees and thereby complementing UNICEF initiatives in this regard;

- facilitating social monitoring through awareness raising in communities; (establish linkages with UNICEF).

SCF will appoint a programme manager who will be based in Sialkot. Technical support for the programme will be provided by SCF's Pakistan field office, the South and Central Asia Regional Office in Kathmandu and the Head Office in London.

4. Implementation arrangements

Project Coordinating Committee

1. Pursuant to item B.3. of the Partners' Agreement, the ILO Office in Islamabad will provide facilities and technical resources to facilitate the operations of the Project Coordinating Committee (PCC).

2. On approval of the Operational Framework, the Partner agencies will finalise their programme documents and will process them through their respective channels for implementation. The Coordinating Committee will ensure that each component will serve the overall goal of the project. The programme will be jointly launched by the Partner agencies.

3. The Coordinating Committee will review progress of the implementation on a regular basis.

Sialkot Implementation Team (SIT) will be established to ensure coordination between the Prevention and Monitoring Programme and the Social Protection Programme, and among different components of the Social Protection Programme. It will be composed of representatives of the Partner and key implementing agencies It will be responsible for implementing the programme at the district and sub-district levels. The team will consist of ILO, UNICEF, SCCI, SCF UK, PBM, BLCC, other implementing organisations invited by the team and agreed to by the Project Coordination Committee. It will report on the implementation of the programme to the Project Coordinating Committee. The IPEC coordinator in Sialkot will facilitate timely and effective information collection and dissemination at various programme levels. SCCI will serve as the Chair of the Sialkot Implementation Team for the first six months.

Sialkot Programme Forum (SPF) will be chaired by the Deputy Commissioner Sialkot, and composed of representatives of the governmental line departments, Implementing agencies in Sialkot, will facilitate the implementation of the Programme. The Forum will convene at intervals to be proposed by SIT. SCCI will ensure that minutes of the Forum meetings are conveyed to all the Partner agencies. Any follow-up action will be taken up by SIT.

5. Successor arrangements for sustainability

The Board of PBM in its meeting of 24 March 1997 committed that after the 24 months or at the end of the current joint programme, PBM will take responsibility for and continue the programme the activities in the same spirit of the current project.